The Society of the
Plastics Industry, Inc.

A 89202

LaborSurvey

Forty Fourth Edition (1982)

Effective Date: September 30, 1982
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Plastics Processing Companies

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Sponsored by the Financial Management Committee of SPI

1982

ANNUAL LABOR SURVEY

Plastics Processing Companies

FINANCIAL MANAGEMENT COMMITTEE
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE, NEW YORK, N.Y. 10017

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HIGHLIGHTS OF THE SURVEY

The forty-fourth Labor Survey summarizes the information submitted by 298 companies from 35 states. The companies employed approximately 25,000 workers as of September 30, 1982, the effective date of the survey. A classification of companies by region and state is shown below:

Region	State	Number of Firms
1	Connecticut	6
	Maine	2
	Massachusetts	8
	New Hampshire	1
	Rhode Island	3
	Vermont	2
	Total	22
2	New Jersey (N.Y. area)	4
	New York (Metro)	9
	Total	13
3	Maryland	4
	New Jersey	15
	New York (Upstate)	5
	Pennsylvania	6
	Total	30
4	Georgia	3
	Kentucky	2
	Mississippi	1
	North Carolina	4
	South Carolina	2
	Tennessee	2
	Virginia	5
	Total	19
5 & 6	Illinois (Excl. Chicago)	8
	Indiana	16
	Michigan	26
	Ohio (Cincinnati-Dayton)	6
	Ohio	31
	Wisconsin	18
	TOTAL	105

Region	State	Number of Firms
7	Illinois (Chicago area)	19
	Total	19
8	Iowa	1
	Kansas	2
	Minnesota	17
	Missouri	5
	Nebraska	5
	Total	30
9	Texas	12
	Total	12
10	Arizona	4
	Colorado	2
	New Mexico	1
	Utah	1
	Total	8
11	Oregon	6
	Washington	4
	Total	10
12	Northern California	4
	Total	4
13	Southern California	26
	Total	26
	Grand Total	**298**

Some of the interesting features of the survey are summarized below:

1. The index number series for wages in the plastics industry since 1986:

Effective Date	Index of Wages (1968 = 100)
August 31, 1968	100.0
September 30, 1969	106.0
July 31, 1970	113.6
December 31, 1971	125.0
None-1972	No Survey
June 30, 1973	131.3
October 1, 1974	145.5
October 31, 1975	166.3
September 30, 1976	176.1
September 30, 1977	196.5
September 30, 1978	204.1
September 30, 1979	215.6
September 30, 1980	228.5
September 30, 1981	244.5
September 30, 1982	262.3

2. Average straight-time earnings increased for 51 out of 56 jobs that were also reported in the 1981 report. The increases were distributed as follows:

Increases in Hourly Wages	
Less than 5%	-24
5-9.9%	-13
10-14.9%	- 9
15-19.9%	- 0
20.0% & Over	- 5
Total	-51

There was a decrease in one of the remaining jobs largely attributable to the change in firms reporting wages for this job. Changes could not be calculated for four jobs because no specific wages were available.

3. The average rate of turnover decreased sharply to 14.7 percent from 26.8 percent in 1981.

4. Fringe benefits as a percentage of hourly wage rates rose only slightly to 37.7 percent from 37.3 percent in 1981.

5. The average monthly wage of salaried employees increased for 10 positions as follows:

Increases in Salaried Wages

Less than 5%- 6
Less than 5-9.9%- 2
10-14.9%- 2
Over 15.0%- 0
Total-10

There were decreases in two of the remaining jobs mainly due to the change in companies reporting for the two years. Changes could not be reported for one job because of insufficient information.

6. The proportion of firms offering Christmas bonuses and other incentive plans to salaried employees increased for the first time in three years. Bonuses were paid by 39.9 percent of firms compared to 35.2 percent a year ago. Profit sharing plan participation continued to increase from 49.0 percent of firms in 1981 to 55.3 percent this year. Among hourly employees the proportion of firms giving Christmas bonuses continued to increase, but only slightly, from 41.0 percent in 1981 to 41.6 percent in 1982.

7. The proportion of unionized firms continued to decrease, declining from 33.2 percent in 1981 to 28.2 percent in 1982. Among firms with union contracts only 27.5 percent had a cost-of-living clause compared to 37.1 percent a year ago.

8. The proportion of firms paying in part or in full certain fringe benefits increased only for dental plans but stayed about the same or decreased for all other plans. Dental plans are now provided by 35.5 percent of firms compared to 31.3 percent in 1981 and only 17.9 percent in 1979.

9. There was a decrease in the proportion of firms paying for a lunch period to 54.4 percent from 59.1 percent in 1981.

10. The continued lengthening in time allowed for paid vacations was reversed in 1982 with the proportion of firms providing for more than four weeks vacation declining to 17.8 percent from 19.6 percent in 1981.

This study was prepared under the direction of the SPI Financial Management Committee. Dr. Ernest Kurnow of New York University compiled the statistical information and prepared the report for publication.

About the Financial Management Committee

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has an extensive background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastic processing companies. In addition to this Labor Survey, they sponsor a Financial and Operating Ratios Survey and a Salary Survey.

Besides the survey work, this group also sponsors workshops, conducts seminars and runs conferences for other Operating Units of the Society.

The Committee recently completed a major project, the development of a four-volume "Financial Management Manual For Plastics Processors." Volume I covers Manufacturing Cost control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Management, Capital Investment, etc.); and Volume IV refers to Materials Management. The Manual is available for sale through the Society.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 355 Lexington Avenue, New York, N.Y. 10017.

PLANT STATISTICS

REGION	Companies Reporting	Total Employees	PLANT SIZE BY EMPLOYEES							HOURS WORKED PER WEEK		
			1 to 49	50 to 99	100 to 199	200 to 299	300 to 399	400 to 499	500 and over	Low	Avg.	High
1	22	2,835	8	5	7	-	1	-	1	40	120	168
2	13	524	8	5	-	-	-	-	-	40	120	168
3	30	2,094	19	5	4	1	-	1	-	17	120	168
4	19	1,494	9	5	3	2	-	-	-	40	120	168
5 & 6	105	10,003	39	26	26	9	2	1	2	40	120	168
7	19	1,406	9	3	6	1	-	-	-	40	120	144
8	30	2,290	16	7	4	2	1	-	-	40	120	168
9 & 10	20	1,784	13	3	1	2	-	-	1	40	120	168
11 & 12	14	624	8	5	1	-	-	-	-	40	120	168
13	26	1,914	13	7	5	-	-	1	-	40	120	168
TOTAL	299	24,968	142	71	57	17	4	3	4	17	120	168
1981	281	27,158	117	78	57	16	6	4	3	16	120	300

UNION STATISTICS

REGION	UNIONIZED			LENGTH OF CONTRACT							WAGE REOPENER CLAUSE			MONTH OF CONTRACT EXPIRATION												YEAR OF CONTRACT EXPIRATION				COST OF LIVING INCREASES			BASED ON CHANGES IN CONSUMER PRICE INDEX									
																																			MAXIMUM INCREASE PER HOUR							NO. MAX. INCREASE	N.A.
	Yes	No	N.A.	1 Year	2 Years	3 Years	3.5 Years	4 Years	5 Years	N.A.	Yes	No	N.A.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	N.A.	1982	1983	1984	1985	Yes	No	N.A.	.10	.13	.15	.20	.25	.50	.75		
1	3	18	1	-	1	2	-	-	-	-	-	3	-	-	-	1	-	1	-	-	-	-	1	-	-	-	1	-	-	2	-	3	-	-	-	-	-	-	-	-	-
2	6	7	-	-	3	3	-	-	-	-	1	5	-	-	1	-	1	1	1	1	-	-	1	-	-	-	-	4	-	2	-	6	-	-	-	-	-	-	-	-	-	-
3	13	16	1	1	3	9	-	-	-	-	-	12	1	-	-	1	2	1	3	-	-	1	1	2	2	-	2	6	3	2	4	9	-	-	-	-	-	-	-	1	2	1
4	2	15	2	-	-	2	-	-	-	-	-	2	-	-	-	-	-	1	-	-	-	-	1	-	-	-	1	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-
5 & 6	39	64	2	1	5	29	1	2	-	1	-	38	1	2	3	3	4	-	3	3	4	4	3	6	4	-	7	20	8	4	17	22	-	1	1	1	1	1	1	-	4	7
7	5	12	2	1	1	3	-	-	-	-	-	5	-	-	2	1	-	-	-	1	-	-	-	1	-	-	1	1	1	2	1	4	-	-	-	-	-	-	-	1	-
8	6	24	-	-	2	4	-	-	-	-	2	3	1	1	-	1	1	1	-	-	1	-	-	1	-	-	-	1	5	-	-	5	1	-	-	-	-	-	-	-	-
9 & 10	4	16	-	-	-	4	-	-	-	-	1	3	-	-	-	-	2	-	-	-	-	1	-	1	-	-	-	2	2	-	-	4	-	-	-	-	-	-	-	-	-
11 & 12	1	12	1	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-
13	2	22	2	-	-	2	-	-	-	-	-	2	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-
TOTAL	81	206	11	3	15	59	1	2	-	1	4	74	3	3	7	7	10	5	7	7	5	6	7	10	7	-	12	36	20	13	22	58	1	1	1	1	1	1	1	7	8
1981	92	185	4	4	12	69	-	-	1	5	6	81	5	4	6	7	10	6	7	7	6	4	10	13	5	7	28	41	12	-	33	56	3	5	1	1	1	1	1	-	8	13

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY

NAME OF UNION	REGION										
	1	2	3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Allied Industrial Workers	-	-	-	-	4	-	-	-	-	-	4
Amalgamated Clothing & Textile Workers	1	-	1	-	1	-	-	-	-	-	3
Amalgamated Retail, Wholesale & Department Store Workers	1	-	-	-	-	-	-	-	-	-	1
Amalgamated Service Workers	-	-	1	-	-	-	-	-	-	-	1
Auto Livery, Chauffeurs, Taxi Cab Drivers, Parking Lot & Garage Helpers	-	-	-	-	-	1	-	-	-	-	1
Drivers, Salesmen, Warehousemen, Milk Processors, Dairy Employees & Helpers	-	-	-	-	1	-	-	-	-	-	1
General Industrial Liquor Workers	-	-	-	-	-	1	-	-	-	-	1
Int'l Assn. of Machinists & Aerospace Workers	-	-	-	-	2	-	1	-	-	-	3
Int'l Brotherhood of Electrical Workers	-	-	1	-	2	-	1	-	-	-	4
Int'l Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers	-	1	1	2	3	-	-	2	1	1	11
Int'l. Chemical Workers	-	-	-	-	1	-	-	-	-	-	1
Int'l. Ladies Garment Workers	-	2	-	-	-	-	-	-	-	-	2
Int'l. Molders & Allied Workers	-	-	-	-	1	-	1	-	-	-	2
Laborers Int'l. of North America	-	2	-	-	-	-	-	-	-	-	2
Mechanics Educational Society of America	-	-	-	-	1	-	-	-	-	-	1

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY (Cont'd)

NAME OF UNION	REGION										
	1	2	3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Oil Chemical & Atomic Workers	-	-	1	-	4	-	-	-	-	-	5
Plastic Workers Union	-	-	-	-	-	3	-	-	-	-	3
United Automobile Workers	-	-	1	-	9	-	-	-	-	-	10
United Brotherhood of Carpenters & Joiners	-	1	-	-	-	-	-	-	-	-	1
United Furniture Workers	-	-	-	-	1	-	-	-	-	-	1
United Glass & Ceramic Workers	-	-	-	-	-	-	1	-	-	-	1
United Paperworkers Int'l.	-	-	1	-	-	-	-	-	-	-	1
United Rubber Workers	-	-	2	-	-	-	-	-	-	1	3
United Rubber, Cork, Linoleum & Plastic Workers	-	-	2	-	2	-	-	1	-	-	5
United Steel Workers of America	-	-	2	-	5	-	1	1	-	-	9
United Textile Workers	-	-	-	-	-	-	1	-	-	-	1
No Response	1	-	-	-	2	-	-	-	-	-	3
TOTAL	3	6	13	2	39	5	6	4	1	2	81
1981	4	6	17	4	40	6	7	3	2	3	92

REST PERIOD AND LUNCH PAYMENT POLICIES

REGION	PAYMENT FOR EMPLOYMENT REST PERIOD			LENGTH OF DAILY REST PERIOD (IN MINUTES PER PERIOD)												NO. OF REST PERIODS PER SHIFT								PAYMENT FOR LUNCH PERIOD			LENGTH OF PAID LUNCH PERIOD (IN MINUTES)										
	Yes	No	N.A.	5	7.5	10	11	12	15	17	20	30	50	No Set Limit	N.A.	1	2	3	4	5	8	As Needed	N.A.	Yes	No	N.A.	5	10	15	20	22.5	25	30	35	40	Varies	N.A.
1	21	-	1	-	-	18	-	-	2	-	1	-	-	-	-	6	15	-	-	-	-	-	-	11	7	4	-	-	1	7	-	-	3	-	-	-	-
2	13	-	-	-	-	8	1	-	3	-	2	-	-	-	-	1	9	2	-	-	-	-	1	7	5	1	-	-	-	3	-	-	4	-	-	-	-
3	29	1	-	1	1	19	-	-	7	-	-	1	-	-	-	6	21	2	-	-	-	-	-	8	15	7	1	-		5	-	-	2	-	-	-	-
4	19	-	-	-	-	19	-	-	-	-	2	1	-	-	-	1	16	3	-	-	-	-	-	16	3	-	-	-	2	12	-	-	3	-	-	-	-
5 & 6	100	3	2	-	-	69	-	3	17	1	9	-	1	2	2	7	80	9	-	-	1	3	1	57	36	12	-	-	6	32	1	2	14	1	1	-	-
7	19	-	-	-	-	14	-	-	4	-	1	1	-	-	1	1	15	2	-	1	-	-	-	10	2	7	-	-	1	3	-	-	6	-	-	-	-
8	30	-	-	-	-	16	-	-	12	1	1	-	-	-	1	1	25	3	-	-	-	-	-	15	11	4	-	1	6	5	-	-	2	-	-	-	1
9 & 10	18	1	1	-	-	9	8	-	-	-	-	-	-	-	2	-	14	1	1	-	-	2	-	2	13	5	-	-	1	1	-	-	-	-	-	-	-
11 & 12	14	-	-	-	-	8	-	-	4	-	2	-	-	-	-	-	14	-	-	-	-	-	-	2	9	3	-	-	-	1	-	-	-	-	-	1	-
13	25	-	1	-	-	19	5	-	-	-	-	-	-	-	2	-	23	-	-	-	-	-	2	7	12	7	-	-	1	1	-	-	5	-	-	-	-
Total	288	5	5	1	1	199	14	3	49	2	18	3	1	2	8	23	232	22	1	1	1	5	4	135	113	50	1	1	18	70	1	2	39	1	1	1	1
1981	274	7	-	2	-	189	1	4	60	-	15	5	-	-	6	26	225	16	2	-	-	2	4	143	99	39	-	1	16	68	-	1	51	-	1	-	5

OTHER PAYMENT POLICIES

REGION	PIECE WORK PAY						PAYMENT FOR SICK DAYS			NO. OF PAID SICK DAYS																	
	MOLDERS			FINISHERS						30 Hrs.	48 Hrs.	2	3	3.5	4	4.5	5	6	12	14	20	24	13 Weeks	26 Weeks	No Limit	Length of Service	N.A.
	Yes	No	N.A.	Yes	No	N.A.	Yes	No	N.A.																		
1	3	15	4	4	14	4	6	3	13	-	-	1	1	-	-	-	3	-	-	-	-	1	-	-	-	-	-
2	1	12	-	-	13	-	8	-	5	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	5	-
3	2	22	6	2	22	6	8	5	17	-	-	-	-	-	-	1	3	3	-	-	-	-	-	-	-	1	-
4	-	18	1	1	16	2	4	2	13	-	-	-	-	-	-	-	1	3	-	-	-	-	-	-	-	-	-
5 & 6	9	85	11	6	84	15	17	21	67	-	-	-	1	-	1	-	8	2	-	1	-	-	1	2	-	1	-
7	2	16	1	1	16	2	1	3	15	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
8	-	28	2	-	28	2	10	5	15	-	1	1	-	1	-	-	3	3	-	-	1	-	-	-	-	-	-
9 & 10	-	17	3	-	17	3	7	3	10	-	-	-	1	-	1	-	4	1	-	-	-	-	-	-	-	-	-
11 & 12	-	14	-	-	14	-	6	4	4	1	-	-	1	-	-	-	1	1	1	-	-	-	-	-	-	1	-
13	-	24	2	-	24	2	7	5	14	-	-	-	1	-	-	-	3	3	-	-	-	-	-	-	-	-	-
Median	17	251	30	14	248	36	74	51	173	1	1	2	5	1	2	1	29	17	1	1	1	1	1	2	-	8	-
1981	16	243	22	13	242	26	63	42	176	-	-	1	6	1	2	-	19	10	2	-	1	-	-	1	3	9	-

PREMIUMS PAID FOR AFTERNOON SHIFT

REGION	N.A.	.05	.06	.07	.08	.10	.12	.125	.14	.15	.16	.17	.18	.19	.20	.23	.25	.28	.30	.35	.36	.37	2.0%	2.5%	3%	3.5%	4%	5%	8%	9%	10%	15%	Monthly $ Amount
1	-	2	-	-	-	2	3	-	-	4	-	-	1	-	1	-	-	1	1	-	-	-	-	-	-	-	-	3	-	-	-	-	-
2	1	-	-	-	-	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
3	3	-	-	1	2	3	1	-	-	2	1	-	-	-	6	-	2	-	1	-	-	-	-	1	-	-	-	1	-	-	1	-	-
4	1	1	-	-	-	6	1	-	-	5	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-
5 & 6	6	7	-	3	1	27	5	-	2	15	2	-	-	-	6	-	2	-	3	3	1	1	2	-	1	1	2	2	-	-	1	-	2
7	2	1	-	-	-	6	-	-	-	1	-	-	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-
8	-	-	-	-	-	7	-	1	-	12	-	-	-	1	3	1	1	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-
9 & 10	3	-	-	-	-	3	-	-	-	2	-	-	-	-	2	-	2	-	2	-	-	-	-	-	-	-	-	-	1	-	1	-	-
11 & 12	-	-	-	-	-	-	1	-	-	2	-	1	-	-	5	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-
13	5	2	1	-	-	5	-	-	-	3	-	-	-	-	1	-	1	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-
Total	21	13	1	4	3	62	11	1	2	49	3	1	1	1	25	1	11	1	9	5	1	1	2	1	2	1	2	10	2	1	5	-	2
1981	16	18	1	3	5	64	13	1	1	36	2	1	5	1	27	-	15	-	6	2	-	1	1	1	1	-	3	5	2	-	5	1	-

FRINGE BENEFITS AS PERCENT OF HOURLY RATE

REGION	N.A.	PERCENT OF HOURLY RATE							MEDIAN %
		0-9.9	10-19.9	20-29.9	30-34.9	35.0-39.9	40.0-49.9	50.0 & Over	
1	7	1	-	3	1	1	4	5	40.0
2	7	-	-	-	-	-	5	1	43.6
3	13	-	-	4	5	3	2	3	34.4
4	8	-	-	1	2	5	2	1	37.3
5 & 6	12	1	5	10	9	22	22	24	39.5
7	12	-	-	1	2	2	1	1	35.9
8	8	-	-	1	4	8	7	2	37.9
9 & 10	4	-	4	3	3	4	2	-	34.2
11 & 12	1	-	2	2	2	2	4	1	36.3
13	8	1	-	3	7	2	3	2	33.7
Total	80	3	11	28	35	49	52	40	37.7
1981	83	3	3	36	35	43	44	34	37.3

PREMIUMS PAID FOR MIDNIGHT SHIFT

REGION	N.A.	.05	.07	.08	.09	.10	.12	.13	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.30	.35	.37	.40	.45	.47	.50	.55	3.5%	4.0%	5%	6%	6.6%	8.0%	10%	12.0%	14.4%	15.0%	24%	Monthly $ Amount
1	1	-	1	-	-	1	-	-	-	3	1	-	-	2	-	-	-	1	3	1	-	-	-	1	-	-	1	-	-	-	-	-	-	2	-	-	-	-	-
2	2	-	-	-	-	-	-	-	2	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	2	-	-	-	-	4	1	-	3	-	-	-	-	1	-	-	-	1	4	1	2	-	3	-	-	-	-	-	-	2	-	-	-	-	-	-	1	-	-
4	1	-	-	-	-	1	-	-	2	-	-	-	-	6	-	-	-	1	3	1	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-
5 & 6	7	1	-	1	1	9	2	1	22	2	1	5	3	11	-	1	-	-	7	9	-	1	-	-	1	-	-	1	2	2	-	-	3	-	-	-	-	-	2
7	1	-	-	-	-	1	-	-	4	1	-	-	-	1	-	-	-	-	1	1	1	-	-	-	-	1	-	-	-	-	-	-	-	2	1	-	-	-	-
8	3	-	-	-	-	1	-	-	5	-	-	-	-	7	-	-	-	1	9	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
9 & 10	4	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	3	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 & 12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	3	1	-	2	-	-	-	-	-	-	1	1	-	-	-	-	1	-	-	-
13	3	-	-	-	-	2	1	-	2	-	-	-	-	2	1	-	-	-	4	1	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	-	-	1	-
Total	25	1	1	1	1	19	4	1	45	6	2	5	3	34	1	1	1	5	34	19	5	1	6	2	1	4	1	1	2	6	1	1	3	5	1	1	2	1	2
1981	24	1	1	-	1	22	5	1	45	7	4	6	2	27	2	4	3	3	26	20	4	1	6	1	-	3	-1	-	1	4	-	-	1	4	-	-	4	-	-

FRINGE BENEFITS BY TYPE AS PERCENT OF HOURLY RATE

REGION	MEDIAN PERCENTAGE OF FRINGE BENEFITS TO AVERAGE HOURLY EARNINGS															
	F.I.C.A.	State Unemployment Comp.	Federal Unemployment Comp.	Overtime Premium	Paid Vacation	Workmen's Comp.	Paid Holiday	Paid Sick Days	Paid Funeral & Jury Duty Leave	Christmas Bonus [Or Gifts]	Paid Lunch & Rest Periods	Paid Health & Insurance Plans	Shift Differential	Pension Plan	Profit Sharing	OTHER
1	6.7	2.0	1.0	5.0	4.2	3.5	3.2	1.3	0.3	1.0	5.0	11.7	1.4	3.5	2.5	0.0
2	6.7	3.5	0.8	3.0	4.2	5.5	3.5	2.2	0.0	1.0	4.5	8.8	2.5	1.2	10.0	7.0
3	6.7	2.2	0.7	4.0	4.0	3.6	3.8	1.3	0.6	1.2	3.8	3.7	2.5	3.3	8.5	0.0
4	6.7	1.3	1.1	1.3	3.2	2.5	3.2	0.0	0.4	1.0	5.0	6.0	2.0	4.0	5.0	2.4
5 & 6	6.7	2.2	0.5	2.4	4.4	2.6	3.8	1.3	0.4	0.5	6.2	8.9	1.5	2.8	5.0	1.8
7	6.7	4.7	1.0	3.0	4.3	4.0	3.0	1.0	0.2	0.7	11.0	6.2	0.7	6.0	1.7	5.1
8	6.7	2.0	0.5	1.5	4.0	5.5	3.4	2.7	0.4	1.3	6.5	7.2	2.3	2.3	3.6	0.8
9 & 10	6.7	0.6	0.5	3.0	3.7	3.7	2.8	1.5	0.3	1.8	4.8	5.0	1.5	2.0	2.1	1.0
11 & 12	6.7	2.8	0.8	1.7	4.2	6.7	3.3	1.4	1.3	0.2	4.4	9.0	3.0	6.0	7.5	0.0
13	6.7	2.0	0.7	2.5	3.6	5.6	2.8	1.6	0.4	1.3	3.6	7.0	1.0	3.0	7.5	0.8
Total	6.7	2.6	0.7	3.2	4.3	3.7	3.6	1.4	0.4	0.7	6.0	7.4	2.1	3.1	5.6	1.3
1981	6.7	2.5	0.7	3.6	4.1	4.0	3.5	1.4	0.3	0.8	6.2	6.9	1.9	2.9	5.8	1.0

NUMBER OF PAID HOLIDAYS

REGION	FULL DAYS												
	4	5	6	7	8	9	10	11	12	13	14	15	N.A.
1	-	-	-	-	2	2	7	6	-	1	-	-	4
2	-	-	-	-	4	2	3	4	-	-	-	-	-
3	-	-	2	2	-	7	2	6	4	-	-	-	7
4	-	2	1	5	2	5	3	1	-	-	-	-	-
5 & 6	-	-	3	7	11	23	18	9	9	10	2	1	12
7	-	-	1	-	2	7	2	-	-	-	-	-	7
8	-	-	1	4	1	15	4	1	-	-	-	-	4
9 & 10	-	-	3	5	2	2	3	-	-	-	-	-	5
11 & 12	-	-	-	2	5	1	-	2	-	-	-	-	4
13	-	-	2	6	2	3	4	2	-	-	-	-	7
Total	-	2	13	31	31	67	46	31	13	11	2	1	50
1981	1	1	11	23	38	57	51	32	20	9	1	-	36

VACATION STATISTICS

| REGION | PAID VACATION | | | REQUIRED YEARS OF SERVICE FOR | | | | | | | | | | | |

BONUS STATISTICS

REGION	PAY CHRISTMAS BONUS			AMOUNT OR BASIS FOR CHRISTMAS BONUS																
	Yes	No	N.A.	Under 1 Week Earnings	1 Week's Earnings	2 Weeks Earnings	Performance	Attendance	Length of Service	Emp. Earnings	Flat Rate	Position in Company	Gift	Gift Certificate	Turkey or Ham	Extra Vacation Time	% of Profit Sharing Allocation	Unused Leave Time Reimbursement	Management Discretion	N.A.
1	9	9	4	4	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-
2	7	6	-	2	3	-	-	-	1	1	1	-	-	-	-	-	-	-	-	1
3	11	12	7	4	2	-	-	-	1	2	1	1	-	-	-	-	-	-	-	1
4	8	11	-	3	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	1
5 & 6	32	61	12	16	4	-	1	1	3	1	1	-	-	2	1	1	2	1	-	-
7	8	4	7	4	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-
8	8	18	4	3	-	-	-	-	1	1	1	-	1	-	1	-	-	-	1	-
9 & 10	8	8	4	3	-	1	-	-	1	-	-	-	-	1	-	1	-	-	-	1
11 & 12	4	7	3	3	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
13	9	10	7	1	2	1	-	-	1	2	-	-	-	1	-	-	1	-	-	-
Total	104	146	48	43	13	3	1	1	16	9	4	1	1	4	3	2	3	1	1	4
1981	100	144	37	36	18	4		1	15	6	4	-	3	3	5	2	1	2	3	1

OTHER FRINGE BENEFITS

REGION	GROUP LIFE INSURANCE				DENTAL				BASIC MEDICAL—EMPLOYEE				BASIC MEDICAL—DEPENDENTS			
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For
1	15	5	-	2	5	1	-	16	12	7	-	3	5	12	2	3
2	8	-	-	5	2	1	-	10	10	-	-	3	7	-	2	4
3	25	2	-	3	6	2	-	22	19	8	-	3	16	10	1	3
4	17	-	1	1	4	-	-	15	15	3	-	1	5	7	5	2
5 & 6	84	10	1	10	27	8	1	69	77	16	1	11	45	39	10	11
7	10	5	1	3	3	2	-	14	10	7	-	2	4	8	5	2
8	25	5	1	1	8	4	-	18	20	7	-	4	7	10	9	5
9 & 10	13	6	1	-	5	1	2	12	13	5	-	2	3	13	4	3
11 & 12	13	-	-	1	8	1	-	5	9	2	-	3	5	5	1	3
13	20	2	1	3	10	5	-	11	16	2	1	8	5	8	4	9
Total	230	35	6	29	78	25	3	192	201	57	2	40	102	112	43	45
1981	229	33	3	18	62	24	2	194	199	54	1	31	101	96	48	39

OTHER FRINGE BENEFITS (CONTINUED)

EGION	MAJOR MEDICAL—EMPLOYEE				MAJOR MEDICAL—DEPENDENTS				INCOME-PROTECTION FOR WAGE INDEMNITY				PENSIONS				PROFIT SHARING		
	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	No Provision For
1	13	8	-	1	5	13	3	1	13	5	-	4	15	-	-	7	5	-	17
2	8	-	-	5	6	-	1	6	2	2	-	9	5	-	-	8	2	-	11
3	22	6	-	2	19	8	1	2	11	-	-	19	16	2	-	12	5	-	25
4	14	3	-	2	4	7	5	3	10	1	-	8	8	1	-	10	12	-	7
5 & 6	73	18	-	14	41	41	10	13	72	15	1	17	60	5	-	40	24	2	79
7	10	7	-	2	4	7	5	3	6	4	-	9	6	1	-	12	7	2	10
8	22	8	-	1	8	12	9	2	15	4	-	11	13	2	-	15	9	-	21
9 & 10	14	6	-	-	3	11	5	1	10	3	1	6	10	-	-	10	8	-	12
11 & 12	11	3	-	-	5	7	2	-	6	1	1	6	6	-	-	8	8	-	6
13	21	3	1	2	7	11	6	2	7	-	1	18	13	1	-	12	10	-	16
Total	208	62	1	29	102	117	47	33	152	35	4	107	152	12	-	134	90	4	204
1981	204	57	1	21	104	98	51	30	138	36	4	102	152	6	-	123	82	6	194

TURNOVER STATISTICS—HOURLY EMPLOYEES

REGION	RATE OF TURNOVER (IN PERCENT)														AVERAGE RATE
	No Change	LESS THAN 1	1-9	10-19	20-29	30-39	40-49	50-74	75-99	100-149	150-199	200-299	300 & Over	N.A.	
1	1	-	3	3	2	4	2	-	-	1	-	-	-	6	24.0
2	1	-	2	-	3	-	-	-	-	1	-	-	-	6	20.0
3	3	1	7	4	3	2	1	1	-	-	-	-	-	8	9.5
4	-	-	4	4	1	-	1	1	-	1	-	-	-	7	15.0
5 & 6	22	3	24	18	7	4	2	4	-	-	-	-	-	21	7.4
7	1	-	2	2	3	1	-	1	1	1	-	-	-	7	22.5
8	3	-	8	6	4	3	3	-	-	1	-	-	-	2	12.8
9 & 10	-	-	1	1	-	2	3	4	2	1	1	-	-	5	50.0
11 & 12	-	-	1	5	1	1	1	2	1	-	-	-	-	2	39.0
13	-	1	4	1	1	2	2	4	1	1	1	-	-	8	36.5
Total	31	5	56	44	25	19	15	17	5	7	2	-	-	72	14.7
1981	9	5	30	44	31	23	11	36	10	9	3	3	1	66	26.8

SHIFT STATISTICS

REGION	NO. OF SHIFTS OPERATED							LENGTH OF HOURS IN AVERAGE SHIFT												ROTATE SHIFTS			PAY PREMIUMS		
	1	2	3	4	5	Varies	N.A.	6.0	7.5	7.75	8.0	8.2	8.25	8.5	9.0	9.6	10.0	11.0	12.0	N.A.	Yes	No	N.A.	Yes	No	N.A.
1	2	2	17	-	-	-	1	-	2	-	18	-	-	-	-	-	1	-	-	1	1	20	1	18	3	1
2	3	1	9	-	-	-	-	-	-	-	12	-	-	-	-	1	-	-	-	-	-	13	-	8	5	-
3	5	5	20	-	-	-	-	-	-	-	26	-	-	1	1	-	-	-	2	-	7	23	-	25	5	-
4	2	-	17	-	-	-	-	-	-	-	19	-	-	-	-	-	-	-	-	-	1	18	-	18	1	-
5 & 6	7	21	75	-	-	-	3	1	5	-	85	-	-	2	-	-	4	-	6	5	9	92	4	95	7	3
7	-	3	16	-	-	-	-	-	-	1	14	1	-	1	-	-	1	1	-	1	1	18	-	15	4	-
8	4	4	21	-	1	-	-	-	1	-	22	-	-	1	1	-	3	-	1	2	2	27	1	28	2	-
9 & 10	5	2	9	2	-	1	1	-	-	-	9	-	1	-	1	-	3	-	4	3	2	17	1	16	3	1
11 & 12	3	2	9	-	-	-	-	-	-	-	12	-	-	1	1	-	-	-	-	-	3	10	1	12	2	-
13	7	1	17	-	-	-	2	-	1	-	22	-	-	-	-	-	-	-	-	3	3	22	1	20	5	1
Total	38	41	210	2	1	1	7	1	9	1	239	1	1	6	4	1	12	1	13	15	29	260	9	255	37	6
1981	33	42	209	1	1	-	1	-	10	1	250	1	-	4	3	-	8	-	9	6	32	244	5	241	35	5

CHRISTMAS BONUS PRACTICES—SALARIED EMPLOYEES

REGION	PAY CHRISTMAS BONUS			BASIS ON WHICH BONUS IS PAID																
	Yes	No	N.A.	Length of Service	1 Weeks Earnings	2 Weeks Earnings	1 Months Earnings	Percentage of Profit Sharing	Turkey or Ham	Position in Firm	Employees Earnings	Company/Plant Profits	Fixed Amounts	Gift	Employees Performance	Responsibility	Merit	Number of Sales	Executive or Management Judgement	N.A.
1	10	12	-	5	2	-	-	-	-	-	1	1	-	-	-	-	-	1	1	-
2	6	6	1	2	2	-	-	-	-	-	1	1	1	-	2	-	-	-	-	1
3	13	17	-	3	-	-	-	-	-	1	6	-	1	-	-	-	2	-	3	-
4	9	9	1	3	2	-	-	-	-	-	-	-	1	-	1	-	1	-	2	-
5 & 6	29	67	9	7	-	-	-	2	1	2	7	8	1	-	3	-	1	-	2	2
7	12	6	1	4	-	-	1	-	-	-	2	-	1	-	2	-	-	-	6	-
8	11	17	2	4	-	-	-	-	-	-	4	1	3	-	-	-	-	-	1	1
9 & 10	8	12	-	4	-	-	-	-	-	-	-	1	-	-	-	-	1	-	2	1
11 & 12	4	8	2	-	-	-	-	-	-	-	1	-	1	1	-	-	-	-	1	-
13	9	13	4	3	-	-	-	-	-	-	1	5	-	-	1	1	-		1	-
Total	111	167	20	35	6	-	1	2	1	3	23	17	9	1	9	1	5	1	19	5
1981	92	169	20	28	9	1	2	1	1	1	14	8	6	2	10	2	3	2	13	7

PROFIT SHARING AND OTHER INCENTIVE PLANS — SALARIED EMPLOYEES

REGION	Profit Sharing & Other Incentive Plans			TYPES OF PLANS*								
	Yes	No	N.A.	Annual Profit Sharing Plan	Deferred Profit Sharing Plan	Company Profit Sharing Formula	Employee Stock Ownership Plan	Discretionary Bonus	Value Added	Key-Man Plan	Thrift Savings Plan	N.A.
1	8	14	-	3	1	2	-	-	-	1	1	-
2	4	8	1	3	1	-	-	-	-	-	-	1
3	16	14	-	7	1	1	1	7	-	-	-	1
4	13	6	-	5	2	2	1	2	-	-	-	2
5 & 6	49	48	8	20	8	2	4	13	-	-	1	2
7	13	5	1	7	5	-	-	1	-	1	-	1
8	15	13	2	7	5	2	1	1	-	-	-	1
9 & 10	14	6	-	8	2	-	2	-	-	-	-	2
11 & 12	9	3	2	5	2	-	-	1	-	-	-	1
13	15	9	2	6	1	-	2	5	-	-	-	3
Total	156	126	16	71	28	9	11	30	-	2	2	14
1981	129	134	18	56	27	6	5	25	1	2	1	13

*CATEGORIES FROM PREVIOUS YEARS HAVE BEEN COMBINED TO INCREASE CLARITY

OVERTIME PAY PROVISIONS—SALARIED EMPLOYEES

| REGION | PAY OVERTIME | | | BASIS FOR OVERTIME PAY FOR SHIFT SUPERVISORS | | |

COMPARISON OF MEDIAN HOURLY WAGES OF HOURLY EMPLOYEES: 1982-1981

JOB CLASSIFICATION	1982 (Dollars)	1981 (Dollars)	PERCENT CHANGE
MOLDING JOBS (1–10)			
1. Foreman (Comp. Working)	7.63	7.17	6.4
2. Foreman (Inj. Working)	8.32	8.07	3.1
3. Foreman (Blow Mold Working)	8.20	8.12	1.0
4. Set-Up Man–Troubleshooter	7.62	7.28	4.7
5. Compression Transfer Molder	6.50	5.72	13.6
6. Compression Preform Molder	6.41	5.95	7.7
7. Injection Molding Operator	5.41	4.98	8.6
8. Blow Molding Operator	6.62	6.60	0.3
9. Material Man	6.49	6.30	3.0
10. Floor Man	5.61	5.42	3.5
EXTRUSION JOBS (11–14)			
11. Foreman (Working)	8.14	8.13	0.1
12. Set-Up man – Troubleshooter	7.47	7.08	5.5
13. Extrusion Operator	7.26	6.38	13.8
14. Material Man	6.23	5.85	6.5
REINFORCED PLASTIC JOBS (15–21)			
15. Foreman (Working)	8.04	8.04	0.0
16. Set-Up Man-Troubleshooter	7.11	7.00	1.6
17. Reinforced Plastics Operator	5.93	6.63	(10.6)
18. Reinforced Plastics Preform Operator	7.58	6.88	10.2
19. Reinforced Plastics Fabricator	6.15	6.10	0.8
20. Reinforced Plastics Pultruder Operator	6.10	6.07	0.5
21. Reinforced Plastic Filament Winder Operator	7.25	6.75	7.4
THERMOFORMING JOBS (22–24)			
22. Foreman (Working)	8.70	6.89	26.3
23. Set-Up Man–Troubleshooter	7.65	7.05	8.5
24. Thermoforming Press Operator	7.67	6.13	25.1
EPS FOAM JOBS (25–27)			
25. Foam Shop Operator	6.56	4.72	39.0
26. Mold Operator	5.00	4.97	0.6
27. Material Man	5.75	5.02	14.5
FINISHING JOBS (28–33)			
28. Foreman (Working)	7.35	6.94	5.6
29. Finisher General	5.98	5.49	8.9
30. Painter & Sprayer	5.71	5.63	1.4
31. Buffing Operator	6.26	4.80	30.4
32. Tumbling Operator	6.25	6.00	4.2
33. Set-Up Man – Troubleshooter	7.61	6.90	10.3
FABRICATION JOBS (34–36)			
34. Machine Operator	5.46	5.41	0.9
35. Assembler	5.48	5.42	1.1
36. Material Handler	6.52	5.38	21.2
INSPECTION JOBS (37–38)			
37. Chief Inspector (Working)	6.97	6.81	2.3
38. Inspector	6.13	5.84	5.0
SHIPPING & RECEIVING JOBS (39–43)			
39. Foreman (Working)	7.96	7.07	12.6
40. Shipper - Material Handler	6.66	6.15	8.3
41. Packer	5.49	5.40	1.7
42. Truck Operator	7.08	6.76	4.7
43. Clerk	6.66	6.19	7.6
MAINTENANCE JOBS (44–47)			
44. Foreman (Working)	9.64	8.69	10.9
45. Mechanic	8.08	7.76	4.1
46. Electrician	8.60	8.56	0.5
47. Helper – Trainee	6.95	6.90	0.7
TOOL ROOM JOBS (48–54)			
48. Foreman (Working)	11.50	OVER 9.50	N.A.
49. Mold/Die Designer	OVER 11.50	OVER 9.50	N.A.
50. Mold Maker/Lead Man	11.50	OVER 9.50	N.A.
51. Mold Maker	OVER 11.50	OVER 9.50	N.A.
52. Mold Repair Man	9.56	8.69	10.0
53. Machinist	9.52	8.69	9.6
54. Apprentice	7.29	6.42	11.9
MISCELLANEOUS JOBS (55–56)			
55. General Hand Labor Trainee	6.40	6.35	0.8
56. Porter, Janitor, etc.	5.70	5.49	3.8
TOTAL	6.48	6.04	7.3

COMPARISON OF MEDIAN MONTHLY SALARIES OF SALARIED EMPLOYEES: 1982-1981

JOB CLASSIFICATION	1982 (Dollars)	1981 (Dollars)	PERCENT CHANGE
1. COMPRESSION	1,700	1,517	12.1
2. INJECTION	1,851	1,660	11.5
3. BLOW MOLDING	1,850	1,850	0.0
4. EXTRUSION	1,732	1,662	4.2
5. REINFORCED	1,850	1,719	4.7
6. THERMOFORMING	1,900	1,975	(3.8)
7. EPS FOAM	1,633	1,817	(10.1)
8. FINISHING	1,806	1,650	9.5
9. FABRICATION	1,853	1,834	1.0
10. INSPECTION	1,725	1,725	0.0
11. SHIPPING & RECEIVING	1,741	1,655	5.2
12. MAINTENANCE	2,025	2,017	0.4
13. TOOL ROOM	2,267	OVER 2,150	N.A.
TOTAL	1,847	1,745	5.8

SPI LABOR SURVEY - SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
MOLDING JOBS (1 - 10)											
1. *Foreman (Comp. Working)*	52	-	72	51	4110	114	84	102	22	53	9430
First Quartile	-	-	-	-	7.72	6.47	-	7.58	-	-	6.70
Median	6.33	-	8.62	5.38	7.88	9.00	6.75	7.66	9.10	9.75	7.63
Third Quartile	-	-	-	-	9.72	10.62	-	10.05	-	-	8.34
1981 Median	6.12	-	7.83	5.57	7.99	7.75	5.60	7.40	7.25	9.37	7.17
2. *Foreman (Inj. Working)*	255	104	82	124	5612	258	5711	123	145	398	25862
First Quartile	6.70	7.58	-	5.80	7.50	7.43	8.51	6.25	7.94	6.75	7.15
Median	7.62	7.87	7.68	6.37	8.50	9.25	8.71	6.39	9.25	8.83	8.32
Third Quartile	8.08	9.12	-	7.22	9.89	OVER 11.50	11.01	7.27	10.81	9.88	9.71
1981 Median	6.56	7.37	6.83	-	7.99	OVER 9.50	8.07	5.95	6.83	9.00	8.07
3. *Foreman (Blow-Mold Working)*	-	-	21	-	144	92	91	52	83	52	5215
First Quartile	-	-	-	-	9.09	-	-	-	-	-	7.44
Median	-	-	7.37	-	9.18	7.49	8.25	7.87	9.31	6.38	8.20
Third Quartile	-	-	-	-	OVER 11.50	-	-	-	-	-	9.25
1981 Median	8.25	-	8.00	-	8.75	-	6.75	-	7.75	8.38	8.12
4. *Set Up Man-Troubleshooter*	5011	103	645	349	29835	4611	9913	255	247	419	691108
First Quartile	6.10	6.32	7.45	6.17	6.82	6.22	7.68	5.93	7.16	6.06	6.72
Median	6.92	6.92	8.07	7.17	7.70	7.40	8.39	6.24	8.61	6.21	7.62
Third Quartile	7.90	7.18	8.21	7.62	8.56	8.26	9.23	7.87	9.13	9.08	8.74
1981 Median	6.61	6.00	7.58	5.73	7.68	7.25	7.19	7.00	8.50	6.34	7.28
5. *Compression Transfer Molding Operator*	212	181	916	-	40218	1034	874	341	32	294	78842
First Quartile	6.08	7.56	5.69	-	6.51	4.88	4.72	6.06	-	4.69	5.23
Median	6.17	7.62	7.10	-	7.04	5.15	5.62	6.12	6.80	5.10	6.50
Third Quartile	6.53	7.68	8.12	-	7.74	5.44	5.91	6.18	-	6.04	7.55
1981 Median	5.60	7.25	6.20	5.60	6.60	5.44	3.76	5.91	-	4.15	5.72
6. *Compression Preform Molder*	134	11	31	-	768	84	11	121	-	41	11821
First Quartile	4.87	-	-	-	6.26	-	-	6.56	-	-	6.23
Median	6.12	6.37	5.12	-	6.43	4.87	7.37	6.95	-	6.25	6.41
Third Quartile	6.62	-	-	-	8.04	-	-	9.62	-	-	7.56
1981 Median	5.69	5.87	5.12	5.90	7.07	7.25	-	6.50	-	4.44	5.95
7. *Injection Molding Operator*	2798	2058	1328	21310	172934	24411	66616	2948	2019	58912	4557124
First Quartile	4.62	4.36	UNDER 4.00	4.22	5.26	4.69	4.53	4.46	4.70	UNDER 4.00	4.59
Median	5.25	4.85	4.90	4.79	5.64	4.96	5.84	5.55	5.50	4.02	5.41
Third Quartile	5.66	5.38	6.60	5.19	6.22	5.22	7.11	5.69	6.89	4.87	6.37
1981 Median	4.47	4.93	4.84	4.26	5.40	4.62	5.01	5.74	4.99	4.04	4.98

KEY. 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

SRI LABOR SURVEY – SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. *Blow Molding Operator*	582	-	102	31	25310	231	1784	332	153	463	61928
First Quartile	6.32	-	7.57	-	5.79	7.04	7.00	5.79	5.00	4.54	5.83
Median	6.41	-	7.66	6.20	5.94	7.14	7.08	5.87	6.09	5.02	6.62
Third Quartile	6.56	-	9.12	-	7.78	7.19	7.16	5.94	6.92	5.61	7.15
1981 Median	5.88	-	5.91	3.97	6.72	6.87	5.87	4.55	6.12	5.87	6.60
9. *Material Man*	306	93	162	145	9821	3010	5613	144	105	308	30777
First Quartile	5.81	-	7.29	5.47	6.51	4.90	5.70	4.42	5.07	4.80	5.58
Median	5.89	7.79	7.37	5.68	6.91	5.80	6.47	5.33	5.88	5.08	6.49
Third Quartile	5.98	-	7.44	6.33	8.20	6.44	8.22	6.06	8.13	5.43	7.38
1981 Median	5.38	5.12	6.80	4.70	7.00	5.08	6.18	7.75	6.37	5.18	6.30
10. *Floor Man*	225	101	305	206	15828	376	356	1502	154	1019	57872
First Quartile	5.14	4.39	6.29	4.90	5.47	5.05	5.02	UNDER 4.00	5.00	UNDER 4.00	UNDER 4.00
Median	5.58	4.75	6.44	6.18	6.13	5.23	5.62	UNDER 4.00	6.25	4.30	5.61
Third Quartile	6.18	5.28	6.65	7.21	6.87	5.67	6.49	UNDER 4.00	7.50	5.22	6.18
1981 Median	6.00	5.62	6.14	4.52	6.66	4.92	5.17	5.15	5.37	4.03	5.42
EXTRUSION JOBS (11–14)											
11. *Foreman (Working)*	205	11	165	82	5415	-	22	42	31	31	11134
First Quartile	7.88	-	7.80	-	7.09	-	-	-	-	-	7.11
Median	8.25	10.75	10.17	6.75	7.86	-	7.75	8.33	6.54	10.75	8.14
Third Quartile	9.58	-	11.08	-	8.79	-	-	-	-	-	9.71
1981 Median	7.75	6.25	8.92	6.65	7.99	-	8.25	OVER 9.50	6.50	-	8.13
12. *Set Up Man–Troubleshooter*	394	-	519	62	5915	-	185	72	-	42	18439
First Quartile	7.18	-	6.70	-	5.97	-	8.08	-	-	-	6.79
Median	7.55	-	7.36	7.62	6.94	-	8.56	8.49	-	8.13	7.47
Third Quartile	7.66	-	7.91	-	7.63	-	8.79	-	-	-	8.00
1981 Median	6.88	-	7.35	6.75	6.72	-	8.25	7.65	-	-	7.08
13. *Extrusion Operator*	1478	22	15410	1266	66934	302	695	373	71	402	128173
First Quartile	5.76	-	5.15	5.90	6.36	5.64	7.16	6.72	-	6.72	6.24
Median	7.14	4.50	6.51	7.50	6.64	6.52	8.03	7.20	6.50	7.14	7.26
Third Quartile	8.02	-	7.76	7.81	7.85	6.69	8.21	7.87	-	7.53	8.08
1981 Median	5.18	4.32	5.83	6.05	6.72	6.13	7.80	6.62	5.75	4.65	6.38
14. *Material Man*	274	-	357	163	14419	52	143	502	31	31	29742
First Quartile	5.49	-	4.80	5.32	5.52	-	6.16	6.18	-	-	5.49
Median	6.32	-	5.83	5.47	6.22	4.37	7.19	6.38	6.38	5.13	6.23
Third Quartile	6.99	-	7.27	7.29	6.89	-	7.89	7.11	-	-	7.03
1981 Median	5.00	4.20	5.78	5.16	6.63	3.85	6.42	5.64	5.70	-	5.85

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SRI LABOR SURVEY - SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
REINFORCED PLASTICS JOBS (15-21)											
15. Foreman (Working)	-	11	41	81	389	-	-	22	11	123	6618
First Quartile	-	-	-	-	6.90	-	-	-	-	8.81	6.73
Median	-	7.37	9.00	6.58	7.61	-	-	10.00	6.63	OVER 11.50	8.04
Third Quartile	-	-	-	-	8.04	-	-	-	-	OVER 11.50	8.84
1981 Median	-	OVER 9.50	9.10	6.37	7.53	-	5.87	7.25	9.40	7.34	8.04
16. Set Up Man-Troubleshooter	-	21	-	41	517	-	-	-	-	82	6511
First Quartile	-	-	-	-	6.34	-	-	-	-	-	6.34
Median	-	6.37	-	6.00	7.13	-	-	-	-	8.50	7.11
Third Quartile	-	-	-	-	7.85	-	-	-	-	-	7.88
1981 Median	-	-	OVER 9.50	5.75	7.37	-	-	-	6.37	6.13	7.00
17. Reinforced Plastics Operator	-	162	-	31	1607	-	112	181	181	374	26318
First Quartile	-	5.38	-	-	5.54	-	4.37	5.92	8.09	5.56	5.54
Median	-	5.59	-	5.04	5.86	-	4.99	6.93	8.25	6.38	5.93
Third Quartile	-	5.92	-	-	7.01	-	8.17	7.78	8.41	7.22	7.12
1981 Median	5.87	7.75	7.75	4.63	6.70	-	4.00	5.87	5.56	5.45	6.63
18. Reinforced Plastics Preform Operator	-	11	-	-	746	-	-	-	-	162	919
First Quartile	-	-	-	-	5.44	-	-	-	-	6.10	5.48
Median	-	6.12	-	-	7.51	-	-	-	-	8.13	7.58
Third Quartile	-	-	-	-	8.51	-	-	-	-	8.34	8.35
1981 Median	-	-	-	-	7.18	-	-	5.37	-	3.99	6.88
19. Reinforced Plastics Fabricator	-	671	111	-	1174	-	-	112	11	255	23214
First Quartile	-	5.80	6.49	-	5.58	-	-	6.12	-	4.08	5.58
Median	-	6.42	7.33	-	5.65	-	-	6.24	4.63	4.44	6.15
Third Quartile	-	7.67	7.43	-	5.98	-	-	7.24	-	7.63	6.73
1981 Median	6.67	6.44	6.86	4.80	6.28	-	6.66	4.50	5.64	4.20	6.10
20. Reinforced Plastics Pultruder Operator	-	-	-	441	151	-	-	-	-	82	674
First Quartile	-	-	-	4.81	7.81	-	-	-	-	-	5.00
Median	-	-	-	5.22	7.88	-	-	-	-	7.27	6.10
Third Quartile	-	-	-	5.60	7.94	-	-	-	-	-	7.82
1981 Median	-	-	8.22	5.19	6.38	-	-	5.25	6.37	-	6.07
21. Reinforced Plastics Filament Winder Op.	11	-	11	-	72	-	-	42	-	203	339
First Quartile	-	-	-	-	-	-	-	-	-	5.03	5.10
Median	5.77	-	7.12	-	7.52	-	-	7.62	-	5.18	7.25
Third Quartile	-	-	-	-	-	-	-	-	-	7.59	7.68
1981 Median	5.37	-	6.75	5.12	8.50	-	-	5.50	-	8.40	6.75

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SRI LABOR SURVEY – SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
THERMOFORMING JOBS (22–24)											
22. *Foreman (Working)*	-	-	51	-	134	41	-	-	21	11	248
First Quartile	-	-	-	-	8.57	-	-	-	-	-	6.22
Median	-	-	6.12	-	8.73	10.50	-	-	9.75	9.75	8.70
Third Quartile	-	-	-	-	8.89	-	-	-	-	-	8.96
1981 Median	-	-	6.75	-	8.25	-	-	-	OVER 9.50	-	6.89
23. *Set Up Man–Troubleshooter*	181	-	122	201	325	21	-	31	-	11	8812
First Quartile	7.85	-	6.57	7.71	6.31	-	-	-	-	-	7.04
Median	8.53	-	7.00	8.16	7.05	9.50	-	7.74	-	7.88	7.65
Third Quartile	8.92	-	7.40	8.37	7.72	-	-	-	-	-	8.36
1981 Median	-	-	6.50	5.87	7.18	-	-	7.25	-	7.25	7.05
24. *Thermoforming Press Operator*	-	-	612	21	18113	311	11	91	41	52	29422
First Quartile	-	-	4.10	-	5.84	6.45	-	-	-	-	5.27
Median	-	-	4.19	6.87	6.63	7.09	8.25	6.17	6.38	6.63	6.56
Third Quartile	-	-	8.55	-	7.79	7.59	-	-	-	-	7.67
1981 Median	-	-	6.13	5.87	6.29	-	7.25	6.87	5.45	5.87	6.13
EPS FOAM JOBS (25–27)											
25. *Foam Shop Operator*	41	-	324	31	61	-	112	123	-	42	7214
First Quartile	-	-	6.75	-	-	-	4.60	5.40	-	-	4.75
Median	5.16	-	7.33	5.37	4.63	-	4.70	5.70	-	4.63	6.56
Third Quartile	-	-	7.62	-	-	-	6.87	7.14	-	-	7.44
1981 Median	4.80	3.65	6.37	6.12	5.18	-	4.90	6.12	7.00	-	4.72
26. *Mold Operator*	291	-	283	122	143	-	32	114	61	-	10316
First Quartile	4.62	-	UNDER 4.00	5.05	4.48	-	-	UNDER 4.00	-	-	4.20
Median	5.06	-	4.09	6.54	5.13	-	6.00	UNDER 4.00	6.36	-	5.00
Third Quartile	5.23	-	5.08	6.66	5.56	-	-	5.62	-	-	5.58
1981 Median	4.75	4.50	6.37	4.56	5.01	-	5.87	3.49	-	-	4.97
27. *Material Man*	21	-	113	-	21	-	11	64	-	43	2613
First Quartile	-	-	5.24	-	-	-	-	-	-	-	5.16
Median	6.25	-	7.28	-	7.13	-	6.62	4.25	-	7.00	5.75
Third Quartile	-	-	7.41	-	-	-	-	-	-	-	7.30
1981 Median	5.37	4.30	5.13	5.17	5.08	-	5.17	3.85	-	-	5.02

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SRI LABOR SURVEY - SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FINISHING JOBS (28–33)											
28. Foreman (Working)	94	-	11	165	3814	155	125	21	53	109	10847
First Quartile	-	-	-	6.30	7.03	6.32	7.55	-	-	6.72	6.50
Median	7.24	-	8.25	7.43	7.36	6.87	8.18	8.25	6.38	8.75	7.35
Third Quartile	-	-	-	7.68	7.72	7.87	8.55	-	-	10.31	7.82
1981 Median	6.25	-	7.25	6.57	7.46	6.37	6.89	7.50	6.75	7.25	6.94
29. Finisher – General	939	244	787	556	142341	947	12711	253	414	348	1994100
First Quartile	4.85	5.05	4.17	4.65	5.56	4.82	5.10	4.62	4.79	4.56	5.09
Median	5.24	5.79	4.77	5.05	6.40	4.97	5.38	5.81	5.06	5.09	5.98
Third Quartile	6.07	5.92	6.10	5.51	7.04	5.15	5.71	5.93	5.93	6.16	7.01
1981 Median	4.48	6.34	5.38	4.47	6.19	5.25	5.05	4.38	4.75	3.77	5.49
30. Painter & Sprayer	81	31	22	394	24323	241	22	-	11	32	32537
First Quartile	-	-	-	5.12	5.07	5.35	-	-	-	-	5.10
Median	6.37	5.87	6.87	5.73	5.59	5.90	5.12	-	4.63	6.63	5.71
Third Quartile	-	-	-	7.10	6.75	6.47	-	-	-	-	6.66
1981 Median	5.84	6.37	5.41	4.84	5.91	OVER 9.50	4.00	5.40	-	3.65	5.63
31. Buffing Operator	-	11	11	502	164	52	41	-	-	11	7812
First Quartile	-	-	-	5.94	4.90	-	-	-	-	-	5.33
Median	-	6.12	6.12	6.32	5.09	5.99	5.12	-	-	4.13	6.26
Third Quartile	-	-	-	6.41	5.47	-	-	-	-	-	6.38
1981 Median	-	6.75	5.87	4.78	5.09	-	4.20	-	-	3.80	4.80
32. Tumbling Operator	62	31	43	-	74	104	32	-	11	-	3417
First Quartile	-	-	-	-	-	5.33	-	-	-	-	5.40
Median	6.37	6.30	7.00	-	6.50	5.93	5.79	-	7.13	-	6.25
Third Quartile	-	-	-	-	-	6.87	-	-	-	-	6.78
1981 Median	6.00	6.75	6.00	4.90	5.62	6.00	-	-	-	-	6.00
33. Set Up Man–Troubleshooter	52	11	133	32	5612	51	85	21	-	163	10930
First Quartile	-	-	8.05	-	6.31	-	-	-	-	6.81	6.38
Median	6.87	6.12	8.29	6.37	7.44	7.87	7.12	4.50	-	7.71	7.61
Third Quartile	-	-	8.48	-	8.53	-	-	-	-	8.88	8.51
1981 Median	6.69	-	7.27	5.37	7.88	-	6.25	-	8.25	6.50	6.90

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LABOR SURVEY - SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FABRICATION JOBS (34–36)											
34. *Machine Operator*	193	11	1896	-	617	313	226	174	52	92	35434
First Quartile	5.37	-	5.28	-	6.61	UNDER 4.00	5.68	4.68	-	4.21	5.27
Median	8.50	4.38	5.38	-	7.05	UNDER 4.00	6.20	5.99	5.13	7.38	5.46
Third Quartile	8.80	-	5.49	-	7.92	UNDER 4.00	7.55	6.45	-	9.25	7.02
1981 Median	3.91	3.85	5.33	-	7.00	OVER 9.50	7.40	5.00	6.75	5.87	5.41
35. *Assembler*	272	-	92	-	12211	31	737	803	11	325	34732
First Quartile	UNDER 4.00	-	-	-	5.46	-	4.15	4.52	-	UNDER 4.00	4.54
Median	UNDER 4.00	-	5.44	-	5.89	4.87	4.80	4.80	4.63	4.92	5.48
Third Quartile	UNDER 4.00	-	-	-	7.64	-	5.79	5.17	-	5.21	5.86
1981 Median	5.50	7.78	5.23	4.53	5.50	4.70	4.67	4.30	5.12	4.73	5.42
36. *Material Handler*	11	-	31	31	175	31	52	11	-	31	3613
First Quartile	-	-	-	-	6.51	-	-	-	-	-	5.63
Median	6.37	-	7.62	4.54	6.60	5.62	8.25	6.12	-	UNDER 4.00	6.52
Third Quartile	-	-	-	-	6.70	-	-	-	-	-	6.71
1981 Median	5.75	-	7.75	7.00	5.84	OVER 9.50	6.75	4.90	4.39	-	5.38
INSPECTION JOBS (37–38)											
37. *Chief Inspector (Working)*	2712	55	66	43	6217	117	43	44	33	44	13064
First Quartile	6.87	-	-	-	5.18	6.37	-	-	-	-	5.91
Median	7.32	5.99	6.75	6.20	6.46	7.12	8.50	7.37	7.88	9.25	6.97
Third Quartile	8.25	-	-	-	6.80	8.25	-	-	-	-	7.88
1981 Median	7.00	6.12	5.74	6.11	7.00	6.13	7.75	6.28	7.29	7.25	6.81
38. *Inspector*	8513	307	9912	348	35363	789	10417	448	168	8513	928158
First Quartile	5.60	5.06	4.79	5.04	5.74	4.89	5.75	5.38	7.06	5.14	5.34
Median	6.10	5.50	5.82	5.93	6.57	5.30	6.97	5.67	7.47	5.67	6.13
Third Quartile	6.62	5.97	7.02	6.92	7.54	5.90	7.78	6.33	7.98	7.58	7.22
1981 Median	5.15	6.39	6.05	5.07	6.50	5.37	5.81	5.48	6.87	5.08	5.84
SHIPPING & RECEIVING JOBS (39–43)											
39. *Foreman (Working)*	208	22	1412	104	2921	98	98	55	44	1711	11983
First Quartile	7.57	-	7.58	5.93	7.54	6.87	-	-	-	7.19	7.00
Median	8.25	6.25	8.12	6.25	8.56	7.62	8.32	7.12	8.50	8.50	7.96
Third Quartile	8.69	-	8.75	7.30	8.88	9.25	-	-	-	10.13	8.72
1981 Median	6.83	7.75	7.17	5.87	7.31	9.25	5.95	6.50	7.67	7.50	7.07

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LABOR SURVEY - SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
40. *Shipper–Material Handler*	12314	167	4818	2413	29963	2612	4919	388	167	7212	711173
First Quartile	5.85	5.56	5.06	5.33	6.50	5.53	5.96	4.76	5.70	5.17	5.74
Median	6.46	5.79	5.66	5.70	6.96	5.70	6.90	4.98	7.34	6.16	6.66
Third Quartile	7.22	7.34	7.68	6.72	7.77	6.90	7.30	6.80	8.22	6.94	7.45
1981 Median	5.95	5.62	5.98	5.12	6.73	6.50	5.95	6.50	6.10	5.25	6.15
41. *Packer*	1167	274	979	945	72929	742	307	245	103	1859	138680
First Quartile	4.19	4.99	4.23	4.76	5.32	4.88	5.43	4.77	5.38	4.41	4.81
Median	4.59	5.17	4.94	5.81	5.49	5.05	6.67	5.81	6.30	4.68	5.49
Third Quartile	4.71	5.41	6.33	6.15	6.13	5.23	7.11	5.94	6.37	5.16	5.94
1981 Median	6.03	4.44	5.60	4.81	6.26	4.92	6.30	5.33	5.37	4.03	5.40
42. *Truck Operator*	208	54	2210	108	5734	32	137	128	43	3012	17696
First Quartile	6.07	-	6.67	5.83	6.29	-	6.37	4.40	-	5.42	6.15
Median	6.37	6.13	7.59	6.37	6.71	10.25	7.12	7.12	9.00	6.63	7.08
Third Quartile	6.92	-	9.50	7.27	6.94	-	8.07	7.93	-	8.02	8.39
1981 Median	6.19	7.25	6.73	5.50	6.90	5.50	6.93	6.75	8.25	6.04	6.76
43. *Clerk*	176	22	74	85	5439	42	1610	53	11	64	12076
First Quartile	5.87	-	-	-	6.38	-	6.06	-	-	-	5.86
Median	6.08	5.87	5.37	5 68	7.09	6.50	7.18	5.74	6.38	6.63	6.66
Third Quartile	6.18	-	-	-	8.15	-	8.17	-	-	-	7.50
1981 Median	5.62	4.13	7.37	5.38	6.90	6.25	6.56	5.26	6.25	5.38	6.19
MAINTENANCE JOBS (44–47)											
44. *Foreman (Working)*	164	11	75	93	3021	107	1712	43	99	128	11573
First Quartile	9.30	-	-	-	7.59	9.18	9.55	-	10.12	9.28	8.33
Median	9.75	8.25	9.33	7.24	9.19	10.37	10.09	10.25	11.00	10.25	9.64
Third Quartile	10.08	-	-	-	10.71	11.11	10.57	-	OVER 11.50	OVER 11.50	10.49
1981 Median	8.38	-	8.80	7.25	8.25	OVER 9.50	9.38	OVER 9.50	OVER 9.50	8.75	8.69
45. *Mechanic*	11113	165	6316	5812	38070	4812	6818	297	118	5313	837174
First Quartile	7.46	6.78	6.87	6.66	7.43	6.93	7.45	7.65	9.00	8.23	7.32
Median	8.58	7.20	8.51	7.54	8.23	8.68	8.18	8.16	10.12	8.74	8.08
Third Quartile	9.12	7.62	8.69	8.10	9.44	9.62	9.80	9.75	10.50	9.75	8.89
1981 Median	6.88	7.83	7.49	7.00	8.57	8.50	7.30	7.50	7.00	8.18	7.76
46. *Electrician*	3511	54	198	95	7027	22	75	72	22	94	16570
First Quartile	8.03	-	9.63	-	7.60	-	-	-	-	10.38	7.72
Median	8.45	8.50	9.83	8.75	8.03	8.50	9.75	10.83	9.75	10.75	8.60
Third Quartile	8.79	-	10.50	-	9.70	-	-	-	-	11.13	9.92
1981 Median	7.75	8.67	9.19	8.00	8.86	9.37	8.25	7.50	9.25	OVER 9.50	8.56

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SRI LABOR SURVEY - SEPTEMBER 1982

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
47. Helper–Trainee	43	22	65	44	4523	85	229	163	21	85	11760
First Quartile	-	-	-	-	6.56	-	5.43	7.55	-	-	5.29
Median	6.25	6.13	5.38	5.18	7.25	6.96	6.06	8.30	6.13	5.19	6.95
Third Quartile	-	-	-	-	8.25	-	6.22	8.77	-	-	8.06
1981 Median	6.38	6.00	5.56	6.08	6.79	9.00	6.55	5.75	7.25	5.87	6.90
TOOL ROOM JOBS (48–54)											
48. Foreman (Working)	73	-	55	21	1715	88	44	22	33	66	5447
First Quartile	-	-	-	-	8.42	-	-	-	-	-	9.42
Median	9.75	-	OVER 11.50	8.00	11.25	OVER 11.50	11.00	10.50	OVER 11.50	OVER 11.50	11.50
Third Quartile	-	-	-	-	OVER 11.50	-	-	-	-	-	OVER 11.50
1981 Median	8.25	OVER 9.50	OVER 9.50	7.92	OVER 9.50	OVER 9.50	OVER 9.50	OVER 9.50	OVER 9.50	OVER 9.50	OVER 9.50
49. Mold/Die Designer	11	11	22	-	85	63	42	42	44	32	3322
First Quartile	-	-	-	-	-	-	-	-	-	-	10.63
Median	OVER 11.50	8.75	10.75	-	11.25	OVER 11.50	OVER 11.50	10.75	OVER 11.50	11.00	OVER 11.50
Third Quartile	-	-	-	-	-	-	-	-	-	-	OVER 11.50
1981 Median	-	-	9.25	8.50	OVER 9.50	OVER 9.50	-	5.37	OVER 9.50	9.50	OVER 9.50
50. Mold Maker/Lead Man	184	62	147	11	2711	42	65	96	44	86	9748
First Quartile	8.37	-	9.25	-	10.17	-	-	9.86	-	-	9.75
Median	10.87	8.34	10.83	8.25	OVER 11.50	11.50	OVER 11.50	OVER 11.50	OVER 11.50	OVER 11.50	11.50
Third Quartile	11.34	-	OVER 11.50	-	OVER 11.50	-	-	OVER 11.50	-	-	OVER 11.50
1981 Median	9.50	9.25	OVER 9.50	8.25	OVER 9.50	-	OVER 9.50	OVER 9.50	OVER 9.50	6.75	OVER 9.50
51. Mold Maker	265	11	255	52	10823	549	7010	123	226	249	34773
First Quartile	7.58	-	8.75	-	7.72	9.88	OVER 11.50	6.63	OVER 11.50	OVER 11.50	9.29
Median	8.34	11.25	10.50	8.25	OVER 11.50	OVER 11.50	OVER 11.50	11.38	OVER 11.50	OVER 11.50	OVER 11.50
Third Quartile	8.92	-	10.86	-	OVER 11.50	OVER 11.50	OVER 11.50	OVER 11.50	OVER 11.50	OVER 11.50	OVER 11.50
1981 Median	7.58	8.70	9.50	8.27	OVER 9.50	OVER 9.50	OVER 9.50	7.50	OVER 9.50	OVER 9.50	OVER 9.50
52. Mold Repair Man	234	22	84	-	3919	86	113	153	33	64	10548
First Quartile	7.37	-	-	-	7.50	-	9.75	10.66	-	-	7.68
Median	11.25	5.75	7.63	-	8.33	OVER 11.50	OVER 11.50	10.85	10.25	9.25	9.56
Third Quartile	OVER 11.50	-	-	-	10.17	-	OVER 11.50	OVER 11.50	-	-	OVER 11.50
1981 Median	8.75	5.37	8.04	8.30	8.75	OVER 9.50	OVER 9.50	5.37	-	8.50	8.69
53. Machinist	4211	92	539	115	10735	55	167	81	66	187	27588
First Quartile	7.46	7.38	9.44	7.12	8.41	-	8.55	-	-	9.63	8.48
Median	8.46	9.25	9.70	8.59	9.41	10.99	10.07	11.00	OVER 11.50	11.13	9.52
Third Quartile	9.22	9.70	9.93	8.89	10.58	-	10.93	-	-	OVER 11.50	10.47
1981 Median	7.49	8.44	8.76	7.83	8.84	9.50	OVER 9.50	7.83	9.50	OVER 9.50	8.69

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JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
54. *Apprentice*	72	32	115	52	6419	115	86	72	72	148	13753
First Quartile	-	-	5.23	-	6.31	5.91	-	-	-	6.09	5.85
Median	5.99	6.62	5.56	6.75	7.46	7.12	7.50	7.37	8.50	7.63	7.29
Third Quartile	-	-	7.31	-	9.23	8.17	-	-	-	10.13	8.73
1981 Median	5.18	4.74	7.12	6.00	7.18	7.25	6.37	5.62	-	6.88	6.42
MISCELLANEOUS JOBS (55-56)											
55. *General Hand Labor-Trainee*	144	-	1068	1256	6910	32	93	82	81	175	35941
First Quartile	6.04	-	UNDER 4.00	7.01	5.77	-	-	-	-	UNDER 4.00	UNDER 4.00
Median	6.12	-	UNDER 4.00	7.25	7.15	5.37	5.87	4.25	4.13	UNDER 4.00	6.40
Third Quartile	6.20	-	4.98	7.37	8.67	-	-	-	-	5.06	7.19
1981 Median	5.06	3.95	5.86	4.53	6.37	5.37	5.13	7.76	5.37	3.66	6.35
56. *Porter-Janitor, etc.*	3717	42	2010	75	12149	159	2714	187	54	219	275126
First Quartile	4.70	-	4.08	-	5.55	5.24	4.87	5.53	-	4.56	5.01
Median	5.49	UNDER 4.00	5.00	5.13	6.61	5.49	5.37	5.64	6.50	5.30	5.70
Third Quartile	5.87	-	6.38	-	7.19	6.24	7.24	6.06	-	7.56	6.86
1981 Median	4.88	4.49	5.45	4.60	6.23	5.75	5.08	4.80	6.08	4.60	5.49

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SPI LABOR SURVEY – SEPTEMBER 1982

SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
1. *Compression*	53	31	146	-	6118	62	62	32	11	11	10036
First Quartile	-	-	UNDER 1400	-	1545	-	-	-	-	-	1523
Median	1750	1450	1850	-	1720	1750	1675	1850	1650	3050	1700
Third Quartile	-	-	2325	-	1969	-	-	-	-	-	1982
1981 Median	1487	1475	1625	1375	1541	1625	1375	1437	-	2100	1517
2. *Injection*	219	206	257	155	15132	298	4811	176	237	329	381100
First Quartile	UNDER 1400	1725	1825	1440	1489	1683	1856	1450	1767	1465	1557
Median	1699	2250	1988	1480	1775	1950	2006	1650	2000	1813	1851
Third Quartile	2150	2774	2200	1599	1964	2325	2225	2075	2300	2125	2138
1981 Median	1575	1681	1733	1500	1613	1925	1794	1525	1749	1900	1660
3. *Blow Molding*	72	-	62	31	277	41	103	21	41	72	7020
First Quartile	-	-	-	-	1600	-	UNDER 1400	-	-	-	1577
Median	1650	-	2150	2150	1800	1475	1650	2250	1750	2050	1850
Third Quartile	-	-	-	-	2020	-	2225	-	-	-	2081
1981 Median	1669	-	2050	1625	1856	1487	1625	1825	-	1950	1850
4. *Extrusion*	396	11	4110	226	8323	62	135	112	41	21	22257
First Quartile	1613	-	1505	1495	1639	-	1717	1799	-	-	1599
Median	1685	1450	1600	1750	1783	2350	1850	2125	1850	2050	1732
Third Quartile	1850	-	1783	1956	2040	-	2025	2199	-	-	1988
1981 Median	1675	1875	1600	1612	1675	2125	1687	1925	1850	-	1662
5. *Reinforced*	11	82	22	31	145	-	42	42	11	134	5020
First Quartile	-	-	-	-	1619	-	-	-	-	1875	1621
Median	1650	1950	1450	UNDER 1400	1725	-	1900	2075	1650	2000	1850
Third Quartile	-	-	-		1925	-	-	-	-	2250	2050
1981 Median	1825	1650	1917	1263	1707	-	1625	1925	1650	1925	1719
6. *Thermoforming*	-	-	62	31	329	51	11	11	11	-	4916
First Quartile	-	-	-	-	1633	-	-	-	-	-	1658
Median	-	-	2325	1850	1875	2550	1850	1750	2250	-	1900
Third Quartile	-	-	-	-	2219	-	-	-	-	-	2270
1981 Median	OVER 2150	-	1575	1625	2025	OVER 2150	1825	-	2150	-	1975
7. *EPS Foam*	41	71	54	42	22	-	22	33	11	21	3017
First Quartile	-	-	-	-	-	-	-	-	-	-	1475
Median	1500	1750	1400	1500	1600	.	1800	1750	2250	1400	1633
Third Quartile	-	-	-	-	-	-	-	-	-	-	1883
1981 Median	1525	OVER 2150	OVER 2150	1600	1750	-	2000	1675	2100	-	1817

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SALARIED EMPLOYEES

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8. *Finishing*	64	22	116	63	7430	22	43	53	21	22	11456
First Quartile	-	-	1450	-	1515	-	-	-	-	-	1495
Median	1875	1750	1950	1800	1785	2350	1900	2033	1750	2250	1806
Third Quartile	-	-	2133	-	1916	-	-	-	-	-	2011
1981 Median	1600	1642	1767	1525	1613	1475	1700	2050	1592	1925	1650
9. *Fabrication*	22	11	52	52	55	22	54	83	22	11	3624
First Quartile	-	-	-	-	-	-	-	-	-	-	1625
Median	2100	1450	1667	1633	2250	2300	1550	2362	2300	2350	1853
Third Quartile	-	-	-	-	-	-	-	-	-	-	2340
1981 Median	1867	1937	1595	1525	1825	1750	1800	1575	OVER 2150	1975	1834
10. *Inspection*	66	22	96	75	6048	64	1411	65	43	138	12798
First Quartile	-	-	1650	-	1438	-	1588	-	-	1550	1478
Median	1650	1600	2000	1567	1668	1750	1913	1900	1900	2000	1725
Third Quartile	-	-	2250	-	1938	-	2025	-	-	2550	2050
1981 Median	1300	1667	1400	1490	1680	1775	1625	1875	1775	1725	1725
11. *Shipping & Receiving*	119	43	109	88	5738	11	1312	117	52	54	12593
First Quartile	1599	-	1738	-	1510	-	1517	1400	-	-	1538
Median	1833	1800	1850	1600	1710	1750	1750	1850	1850	2050	1741
Third Quartile	1950	-	2125	-	1990	-	1975	2150	-	-	1977
1981 Median	1750	1675	1600	1475	1700	1725	1612	1750	1500	1875	1655
12. *Maintenance*	159	88	1211	109	6954	76	1916	106	32	108	163129
First Quartile	2050	-	1713	1425	1546	-	1850	1850	-	2058	1830
Median	2267	2000	1875	1933	1969	2250	2067	2100	1950	2450	2025
Third Quartile	2533	-	2475	2010	2250	-	2450	2617	-	2975	2380
1981 Median	1700	1925	2041	1775	2012	OVER 2150	2050	1938	2050	OVER 2150	2017
13. *Tool Room*	55	65	118	55	4734	65	1413	54	43	66	10988
First Quartile	-	-	1750	-	1733	-	2238	-	-	-	1858
Median	2250	2200	2350	1650	2100	2700	2450	2750	2175	OVER 3200	2267
Third Quartile	-	-	2650	-	2650	-	3125	-	-	-	2683
1981 Median	2150	2125	1900	1725	2100	OVER 2150	OVER 2150	1950	2075	OVER 2150	OVER 2150

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LIST OF PARTICIPANTS

A

Abitibi Price Corporation
Middlebury, IN 46540

Action Type Closures
Garfield, N.J. 07026

Advanced Custom Molders, Inc.
Austin, TX 78754

Aim Packaging, Inc.
Port Clinton, OH 43452

Alamo Foam, Inc.
San Antonio, TX 78208

Allen Extruders, Inc.
Zeeland, MI 49464

Allied Industries, Inc.
Osseo, MN 55369

Alma Plastics Company
Alma, MI 48801

American Acrylic Corp.
West Babylon, NY 11704

American Can Company
Batavia, IL 60510

Amoco Engineered Plastics Company
Englewood, CO 80112

Amotex Plastics
Baltimore, MD 21230

Anchor Tool & Plastics, Inc.
Minneapolis, MN 55427

Applied Plastics Technology
Slocum, RI 02877

Artag Plastics Corporation
Chicago, IL 60618

Astrofoam Molding Co., Inc.
Chatsworth, CA 91311

Automatic Molded Plastics, Inc.
South Bend, IN 46628

B

B & G Plastics Co., Inc.
Grand Rapids, MI 49504

Ball Unimark Plastics Division
Milroy, PA 17063

Bangor Plastics, Inc.
Bangor, MI 49013

Bemis Manufacturing Co.
Sheboygan Falls, WI 53085

Big Valley Plastics, Inc.
Sumner, WA 98390

Bird & Son, Inc.
Bardstown, KY 40004

Blako Industries, Inc.
Dunbridge, OH 43414

The Budd Company
Madison Heights, MI 48071

Bunnell Plastics, Inc.
Mickleton, NJ 08056

Busada Manufacturing Corp.
Hicksville, NY 11801

Butler Manufacturing Co.
Grandview, MO 64030

C

Cal-Mold, Inc.
Industry, CA 91744

Camfield Fiberglass Plastics
Zeeland, MI 49464

Capistrano Plastics, Inc.
San Juan Capistrano, CA 97675

Cashiers Plastic
Highlands, NC 28717

Chemplast, Inc.
Wayne, NJ 07470

Chicago Molded Products Corp.
Park Ridge, IL 60068

Chili Plastics, Inc.
Rochester, NY 14624

Cincinnati Foam Products, Inc.
Cincinnati, OH 45239

Colgate Plastics Corp.
Buffalo, NY 14220

Composite Technology Corp.
Troy, MI 48084

Crane Plastics Manufacturing
Columbus, OH 43216

Crescent Plastics, Inc.
Evansville, IN 47711

Crosby Manufacturing Co.
Crosby, MN 56441

Crown Fiberglass
Orrville, OH 44667

CYRO Inudstries
Sanford, Me 04073

D

Dana Molded Products, Inc.
Arlington Heights, IL 60006

DANCO
Putnam, CT 06060

DeKalb Molded Plastics Company
Butler, IN 46721

Delta Molds, Inc.
Clifton, NJ 07011

Dickmont Plastics Corp.
Stamford, CT 06902

Dickten & Masch Manufacturing Co.
Nashotah, WI 53058

Diemolding Corporation
Canastota, NY 13032

Dimco-Gray Company
Centerville, OH 45459

Dipak Manufacturing Co., Inc.
Westport, NY 12993

Dixon Industries Corp.
Bristol, RI 02809

Drew Foam Companies, Inc.
Monticello, AR 71655

E

EGC Corporation
Houston, TX 77222

Eagle Picher Plastics Division
Grabill, IN 46741

Eastern Steel Barrel
Piscataway, NJ 08854

Charles B. Edwards & Co., Inc.
Minneapolis, MN 55428

Electa-General Plastics Corp.
Cleveland, OH 44125

Engineered Custom Plastics Corp.
Easley, SC 29640-00-07

Essef Industries
Mentor, OH 44060

Evart Products Company
Evart, MI 49631

Ex-Cell-O Corporation
Athens, TN 37303

F

Fabri-Kal Corporation
Kalamazoo, MI 49001

Ferdon Plastics, Inc.
Elgin, IL 60120

Ferguson Manufacturing, Inc.
Richmond, MO 64085

Fibergrate
Dallas, TX 75234

Filon Division, Vistron Corp.
Hawthorne, CA 90250

Fisher Company
West Valley City, UT 84119

Fleck Co., Inc.
Auburn, WA 98002

Formtech Manufacturing
Stow, OH 44224

Freight Container Corp.
Oxnard, CA 93030

G

GW Plastics
Bethel, VT 05032

Gage Industries, Inc.
Lake Oswego, OR 97034

Geberit Manufacturing, Inc.
Michigan City, IN 46360

The General Industries Co.
Elyria, OH 44036

General Marble Corporation
Rancho Cucamonga, CA 91730

M.C. Gill Corporation
El Monte, CA 91731

The Glastic Company
South Euclid, OH 44121

Glenn Beall Engineering, Inc.
Gurnee, IL 60031

Goodall Rubber Co.
Trenton, NJ 08619

Grant & Roth Plastics, Inc.
Hillsboro, OR 97123

Grohen Tool & Die
San Leandro, CA 94577

H

H & H Plastics Co.
Paramount, CA 90723

Hasbrouck Plastics, Inc.
Hamburg, NY 14075

Hedwin Corporation
Baltimore, MD 21211

Highland Plastics, Inc.
Pasadena, CA 91103

Hoffer Plastics Corporation
South Elgin, IL 60177

Hopple Plastics, Inc.
Florence, KY 41042

Hubbell Plastics Division
Newtown, CT 06470

J.M. Huber Corporation
Havre de Grace, MD 21078

Huron Plastics, Inc.
St. Clair, MI 48079

Hussey Molding Co.
Manchester, NH 03101

Igloo Corporation
Houston, TX 77224

Impact Extrusions, Inc.
Grand Prairie, TX 75051

Industrial Coatings, Inc.
Rogers, MN 55374

Industrial Moldings Corp.
Torrance, CA 90504

Ingress-Plastene
Crawfordsville, IN 47933

Insulated Building Systems, Inc.
McLean, VA 22102

International Harvester Co.
Columbus, Ohio 43228

ITT Thermotech Division
Hopkins, MN 55343

J

Johnson Wax
Racine, WI 53403

K

K & M Plastics, Inc.
Elk Grove Village, IL 60007

KHC Plastics/Kaiser Haskon
San Leandro, CA 94577

Kamco Plastics, Inc.
Schaumburg, IL 60195

Kaysun Plastics, Inc.
Manitowoc, WI 54220

Kem Plastic Playing Cards, Inc.
Scranton, PA 18508

Kerr Glass
Lancaster, PA 17601

Kingston Plastics Company
Des Plaines, IL 60016

The Knobby Kraftfurs, Inc.
Attleboro, MA 02703

Kurz-Kasch, Inc.
Dayton, OH 45430

L

LNP Corporation
Malvern, PA 19355

Lind Plastic Products, Inc.
Chicago, IL 60645

Lenco Company
Waverly, NE 68462

Lunn Industries, Inc.
Wyandanch, NY 11798

M

J.M. McConkey & Co., Inc.
Sumner, WA 98390

McCourtney Plastics, Inc.
Minneapolis, MN 55426

Majors, Inc.
Omaha, NE 68127

Mars Sales Co.
Huntington Station, NY 11746

Marysville Plastics Corp.
Marysville, MI 48040

Mastic Corporation
South Bend, IN 46624

Mayfair Molded Products Corp.
Schiller Park, IL 60176

Maynard Plastics
Salem, MA 01970

Medical Plastics
Santa Ana,Ca 92703

Menasha Corp.
Neenah, WI 54956

Michigan Plastic Products Company
Grand Haven, MI 49417

Micro Molding Co., Inc.
Ft. Worth, TX 76117

Mid-America Industries, Inc.
Mead, NE 68041

Milwaukee Plastics
Milwaukee, WI 53216

Minco Tool & Mold Inc.
Dayton, OH 45414

Modern Industrial Plastics
Dayton, OH 45414

Molded Container Corp.
Portland, OR 97202

Molded Fiber Glass Co.
Ashtabula, OH 44004

Molded Fiberglass & Plastics
Oregon City, OR 97045

Moldex, Inc.
Putnam, CT 06260

Molding & Assembly
Racine, WI 53403

Molding Corporation of America
Burbank, CA 91504

Molding Industries
Bronx, NY 10454

Moldtronics, Inc.
Downers Grove, IL 60515

Monmouth Plastics, Inc.
Asbury Park, NJ 07712

Morrison Molded Fiber Glass Company
Bristol, VA 24203

Mulay Plastics, Inc.
Addison, IL 60101

N

National Plastics Corporation
Fort Wayne, IN 46825

NVF Company
Willow Grove, Pa 19090

New England Tape Co.
Hudson, MA 01749

Norwesco, Inc.
Bloomington, MN 55420

P

Pacific Allied Products Ltd.
Ewa Beach, HI 96706

Parkway Plastics, Inc.
Piscataway, NJ 08854

Peerless Molded Plastics, Inc.
Toledo, OH 43615

Peoria Plastic Company
Peoria, IL 61615

The Phillips Manufacturing Co., Inc.
Canton, MA 02021

Phoenix Plastics, Inc.
Phoenix, AZ 85034

Placon Corporation
Madison, WI 53708

Plano Molding Co.
Plano, IL 60545

Plastic Concept, Inc.
Carson, CA 90746

Plastic Engineering, Inc.
Kalamazoo, MI 49002

Plastic Enterprises Co., Inc.
Independence, MO 64051

Plastic Extrusion & Engr. Co., Inc.
Northborough, MA 01532

Plastic Industries, Inc.
Athens, TN 37303

Plastic Ingenuity, Inc.
Cross Plains, WI 53528

Plastic Molded Products Co.
Chicago, IL 60607

The Plastic Moldings Corporation
Cincinnati, OH 45214

Plastic Products Co., Inc.
Lindstrom, MN 55045

Plastics Engineering Company
Sheboygan, WI 53081

Plastics Manufacturing Co.
Dallas, TX 75224

Plastofilm Industries
Wheaton, IL 60187

Poly Foam, Inc.
Lester Prairie, MN 55354

Polycel Corporation
Bound Brook, NJ 08805

Portage Industries Corporation
Portage, WI 53901

Preferred Plastics, Inc.
Putnam, CT 06260

Preferred Plastics, Inc.
Sterling, VA 22170

Premix, Inc.
N. Kingsville, OH 44068

The PRO Corporation
Florence, MA 01060

Process Equipment Corp.
Belding, MI 48809

Profile Extrusions Co.
Hastings, MN 55033

Progressive Plastics, Inc.
Cleveland, OH 44135

Puget Corporation of Oregon
Portland, OR 97223

Q

Quality Plastics Company, Inc.
Newberg, OR 97132

Quality Products, Inc.
Eldora, IA 50627

R

R.C. Molding, Inc.
Farmingdale, NY 11735

R.P. Industries, Inc.
Richmond, VA 23235

Rakar, Inc.
Los Angeles, CA 90025

Recto Molded Products, Inc.
Cincinnati, OH 45209

Regal Plastics Co.
Roseville, MI 48066

Remcor, Inc.
Williamstown, NJ 08094

Robin II, Inc.
Markesan, WI 53946

Rostone Division/Allen-Bradley
Lafayette, IN 47903

S

George J. Schmid
Bensenville, IL 60161

Shamrock Industries, Inc.
Minneapolis, MN 55411

Shaw Plastics Corporation
Berkeley Heights, NJ 07922

Shenandoah Plastics Corp.
Frederick, MD 21701

Shore Plastics, Inc.
Freeport, NY 11520

Snyder Industries, Inc.
Lincoln, NE 68504

South Bend Plastics, Inc.
South Bend, IN 46634

Southern Ohio Foam
Lebanon, OH 45036

Southern Plastic Mold
Anaheim, CA 92806

Southern Plastics Company
Columbia, SC 29202

Spencer Plastic Products Corp.
Dale, IN 47523

The Spiratex Company
Dearborn, MI 48123

Spokane Pres-To-Log Co., Inc.
Spokane, Washington 99216

Stonewill Plastics, Inc.
Mineola, NY 11501

Styrex Industries
High Point, NC 27262

Styro-Molders Corporation
Colorado Springs, CO 80901

Sunset Plastic Products, Inc.
Lenexa, KS 66215

Surf Chemical, Inc.
Hackettstown, NJ 07840

Sweetheart Plastics
Wilmington, MA 01887

T

Tech Mold, Inc.
Tempe, AZ 85281

Technical Plastics Corp.
Scotts Valley, CA 95066

Technology Products, Inc.
Longmont, CO 80501

TechPlastics, Inc.
W. Chicago, IL 60185

Teel Plastics Co., Inc.
Baraboo, WI 53913

Tempress, Inc.
Seattle, WA 98108

Tenneco
Burlington, NJ 08016

Tex-Tube Division
Houston, TX 77007

Therma Foam, Inc.
Fort Worth, TX 76106

Thermo Gision Molded Products, Inc.
East Hanover, NJ 07936

Thermoset Plastics, Inc.
Indianapolis, IN 46220

Tietz & Baur Plastics, Inc.
Melrose Park, IL 60161

Tigerflex Corporation
Elk Grove Village, IL 60007

Thielex Plastics Corp.
Piscataway, NJ 08854

Toyad Corporation
Latrobe, PA 15650

Trans Plastics, Inc.
Conneaut, OH 44030

Tri-City Plastics and Subsidiaries
Midland, MI 48606

Trio Products, Inc.
Elyria, OH 44035

Tri Plas, Inc.
Ontario, CA 91761

U

UC Industries
Parsippany, NJ 07054

UFE, Inc.
Stillwater, MN 55082

UPM, Inc.
Baldwin Park, CA 91706

United Southern Ind. Inc.
Forest City, NC 28043

V

Val Mold/Div. of Pittway Corp.
Mukwonago, WI 53149

Van Norman Molding Company
Bridgeview, IL 60455

Variform Plastics
Kearney, MO 64060

Veri-Nu Products Corporation
South El Monte, CA 91733

Vinyl Plastics, Inc.
Sheboygan, WI 53081

W

Wamar Products, Inc.
Caledonia, MI 49316

Waterbury Companies, Inc.
Waterbury, CT 06720

Web Plastics Company
Richwood, OH 43344

Westec Plastics Corp.
San Jose, CA 95131

Western Textiles Products Co.
Kirkwood, MO 63177

Winders & Geist, Inc.
Lincoln, NE 68501

Witt Plastics, Inc.
Greenville, OH 45331

Lawrence Wittman & Co., Inc.
Copiaque, NY 11726

World Tableware International
Wallingford, CT 06492

The Society of the
Plastics Industry, Inc.

355 Lexington Avenue
New York, New York 10017
(212) 573-9400

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER 1982

Supercedes September 1981 Job Descriptions

MOLDING AND EXTRUSION

1. **WORKING FORMAN (Hourly Paid Supervisors)** – *Columns, 1, 2, 3, 11, 15, 22, and 28
   Supervises, instructs, directs and trains Molding department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material to the press, housekeeping and performing duties of lower molding classifications, as required.

2. **SETUP MAIN AND/OR TROUBLE SHOOTER** — Columns 4, 12, 16 and 23
   Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding)** — Columns 5, 7, 8 and 24.
   Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will *NOT* make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** — Column 6
   Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN (Floor Boy)** — Column 10
   Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** — Columns 9, 14, 27 and 36
   In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** — Column 13.
   Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with a little or some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

8. **REINFORCED PLASTICS OPERATOR** — Column 17.
   Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** — Column 18.
   Operates preform machine after setups are completed. Loads materials to machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** — Column 19.
    Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** — Column 20.
    Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 44

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** — Column 21.
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

EPS FOAM

13. **FOAM SHOP OPERATOR** — Column 25.
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

14. **MOLD OPERATOR** — Column 26.
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

FINISHING

15. **FINISHER—GENERAL** — Column 29.
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

16. **PAINTER & SPRAYER** — Column 30.
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

17. **BUFFING OPERATOR** — Column 31.
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

18. **TUMBLING OPERATOR** — Column 32.
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

19. **SETUP MAN—FINISHING & PAINTING** — Column 33.
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

20. **MACHINE OPERATOR** — Column 34.
Operates such support equipment as punch press, rivetor, clincher, and drill press.

21. **ASSEMBLER** — Column 35.
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

22. **CHIEF INSPECTOR (Working)** — Column 37.
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

23. **INSPECTOR** — Column 38.
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 44

SHIPPING AND RECEIVING

24. **FOREMAN (Working)** — Column 39.
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

25. **SHIPPER—MATERIAL HANDLER** — Column 40.
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

26. **PACKER** — Column 41.
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

27. **TRUCK OPERATOR** — Column 42.
Operates truck to transport raw materials, finished parts, and other materials between plant, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

28. **CLERK** — Column 43.
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination. checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

29. **FOREMAN (Working)** — Column 44.
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

30. **MECHANIC** — Column 45.
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

31. **ELECTRICIAN** — Column 46.
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOLROOM

32. **FOREMAN (Working)** — Column 48.
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in his department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

33. **MACHINIST** — Column 53.
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

34. **GENERAL HAND, LABOR TRAINEE** — Columns 47 and 55.
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

35. **PORTER—JANITOR, etc.** — Column 56.
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 44

The Society of the
Plastics Industry, Inc.

SPI

LaborSurveyQuestionnaire

LABOR SURVEY NO. 44 (1982)
PLASTICS PROCESSING COMPANIES

Sponsored By: Financial Management Committee

EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1982

PART ONE — INSTRUCTIONS

GENERAL

1. Carefully study the Job Titles and Descriptions enclosed BEFORE attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgment.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are *NOT* part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

TURNOVER STATISTICS

"Turnover" is defined as the number of new employees hired to replace employees who have quit or been terminated, divided by the average permanent plant staffing for the year. A plant which started the year with 100 employees, then hired 50 employees as replacements during the year and ended the year with 100 employees had a 50% "Turnover". Do not include employees hired for temporary assignments such as vacation fill-ins, etc. See question 21 on page 6.

HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September, 1982—the effective date of this survey.**

1. The horizontal lines crossing the vertical job columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molders (job title col. "7") $4.50 hourly and four injection molders $4.70 hourly. Insert the figure "9" in vertical column "7" on horizontal line "D" (4.50-4.74). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.
2. Add the number of employees vertically in each job column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by rate line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

This questionnaire is to be returned to Dr. Ernest Kurnow, Professor of Business Statistics, Graduate School of Business Administration, New York University, 100 Trinity Place, New York, N.Y. 10006 in the self-addressed envelope enclosed. Please return the completed questionnaire by October 15th, 1982. Retain one copy for your records.

FINAL REPORT

As in the past, the final industry report will automatically be made available to participants ***providing they have completed the enclosed Report Mailing Card.*** All figures of individual companies will be held in strict confidence.

Return not later than October 15, 1982
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE • NEW YORK, N.Y. 10017

PART TWO — NUMBER OF HOURLY EMPLOYEES BY JOB TITLE

PROCESS OR DEPARTMENT	MOLDING										EXTRUSION				REINFORCED PLASTICS							THERMO-FORMING			EPS FOAM	FINISHING							FAB RICA TION			INSPEC-TION		SHIPPING & RECEIVING					MAINTENANCE				TOOL ROOM							MIS-CELLA-NEOUS		
JOB TITLE	Foreman (comp. working)	Foreman (inj. working)	Foreman (blow-mold. working)	Set up Man - Troubleshooter	Compression Transfer Molding Operator	Compression Preform Molder	Injection Molding Operator	Blow Molding Operator	Material Man	Floor Man	Foreman (working)	Set up Man - Troubleshooter	Extrusion Operator	Material Man	Foreman (working)	Set up Man - Troubleshooter	Reinforced Plastics Operator	Reinforced Plastics Preform Operator	Reinforced Plastics Fabricator	Reinforced Plastics Pultruder Oper.	Reinforced Plastics Filament Winder Operator	Foreman (working)	Set up Man - Troubleshooter	Thermoforming Press Operator	Foam Shop Operator	Mold Operator	Material Man Foreman (working)	Finisher - General	Painter and Sprayer	Buffing Operator	Tumbling Operator	Set up Man - Troubleshooter	Machine Operator	Assembler	Material Handler	Chief Inspector (working)	Inspector	Foreman (working)	Shipper-Material Handler	Packer	Truck Operator	Clerk	Foreman (working)	Mechanic	Electrician	Helper - Trainee	Foreman (working)	Mold Die Designer	Mold Maker/Lead Man	Mold Maker	Mold Repair Man	Machinist	Apprentice	General Hand, Labor Trainee	Porter-Janitor etc.	TOTAL HOURLY EMPLOYEES
HOURLY RATE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	X
A Below $ 4.00																																																								
B 4.00 — 4.24																																																								
C 4.25 — 4.49																																																							
D 4.50 — 4.74																																																							
E 4.75 — 4.99																																																							
F 5.00 — 5.24																																																							
G 5.25 — 5.49																																																							
H 5.50 — 5.74																																																							
I 5.75 — 5.99																																																							
J 6.00 — 6.24																																																							
K 6.25 — 6.49																																																							
L 6.50 — 6.74																																																							
M 6.75 — 6.99																																																							
N 7.00 — 7.24																																																							
O 7.25 — 7.49																																																							
P 7.50 — 7.74																																																							
Q 7.75 — 7.99																																																							
R 8.00 — 8.49																																																							
S 8.50 — 8.99																																																							
T 9.00 — 9.49																																																							
U 9.50 — 9.99																																																							
V 10.00 — 10.49																																																							
W 10.50 — 10.99																																																							
X 11.00 — 11.49																																																							
Y 11.50 & Over																																																							
TOTAL EMPLOYEES																																																							

Note: Please list other hourly positions to be included in future surveys: _____

PART THREE – SALARIED EMPLOYEES														
JOB TITLE	FIRST LINE SUPERVISORS, FOREMAN													
PROCESS OR DEPARTMENT	MOLDING			EXTRUSION	REINFORCED	THERMOFORMING	EPS FOAM	FINISHING	FABRICATION	INSPECTION	SHIPPING & RECEIVING	MAINTENANCE	TOOL ROOM	TOTAL SALARIED EMPLOYEES
	COMPRESSION	INJECTION	BLOW MOLDING											
MONTHLY BASE SALARY EXCLUDING OVERTIME	1	2	3	4	5	6	7	8	9	10	11	12	13	X
A Under —$1,400														
B 1,400 — 1,499														
C 1,500 — 1,599														
D 1,600 — 1,699														
E 1,700 — 1,799														
F 1,800 — 1,899														
G 1,900 — 1,999														
H 2,000 — 2,099														
I 2,100 — 2,199														
J 2,200 — 2,299														
K 2,300 — 2,399														
L 2,400 — 2,499														
M 2,500 — 2,599														
N 2,600 — 2,699														
O 2,700 — 2,799														
P 2,800 — 2,899														
Q 2,900 — 2,999														
R 3,000 — 3,099														
S 3,100 — 3,199														
T 3,200 & Over														
TOTAL EMPLOYEES														

Refer to page 5 For Instructions Before Completing

INSTRUCTIONS FOR COMPLETING PART THREE ON SALARIED FIRST LINE SUPERVISORS (See page 4)

A. Report number of salaried supervisors whose characteristics match the job title according to ***monthly* base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. *Exclude working foremen who are paid on an hourly basis.***

B. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary ***including*** overtime earnings.

C. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility.

D. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are *NOT* part of regular earnings.

E. After completing Part Three on page 4, would you please answer the following questions:

1. Do you pay a Christmas Bonus to Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

2. Do you have profit sharing or other incentive bonus plans for Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, briefly describe the type and how paid. _____
   _____

3. Do you pay overtime to Shift Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

PART FOUR — IDENTIFYING AND COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

A. PLANT & SHIFT STATISTICS

1. Number of *hourly* employees in this plant. _____

2. Number of hours this plant operates each week.
   (includes all shifts) _____ Hours

3. Do you allow hourly employees daily rest periods?
   ☐ Yes ☐ No.
   If yes, how many minutes per period? _____ Minutes
   How many periods per shift? _____

4. Do you pay piece work to molders and finishers?
   Molders: ☐ Yes ☐ No
   Finishers: ☐ Yes ☐ No

5. How many shifts do you run?
   ☐ One ☐ Two ☐ Three

6. How many hours in each shift? _____ Hours

7. Do you rotate shifts? ☐ Yes ☐ No

8. Do you pay shift premiums? ☐ Yes ☐ No
   If yes, how do you pay shift premiums?

	Cents Per Hour	% of Hourly Rate
Afternoon	_____	_____
Midnight	_____	_____

B. TYPE OF PROCESSOR

For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business—

1. Type of business:
   ☐ Custom Processor
   ☐ Proprietary Processor
   ☐ Captive Processor

2. Type of processing:
   ☐ Blow Molding
   ☐ Compression/Transfer Molding
   ☐ Calendering
   ☐ Casting
   ☐ Coating
   ☐ Extrusion
   ☐ Fabricating
   ☐ Foam Processing
   ☐ Injection Molding
   ☐ Laminating
   ☐ Reaction Injection Molding (RIM)
   ☐ Reinforced
   ☐ Rotational Molding
   ☐ Thermoforming
   ☐ Other (Describe) _____

B. **UNION STATISTICS**

10. Is your shop unionized? ☐ Yes ☐ No
    If unionized, give full name of union.
    (Example: United Auto Workers, Glass Bottle Blowers, etc.)

    _____

11. What is the length of your present contract?

    _____

12. When does your present contract expire? (Date)

    _____

13. Does your present contract contain a wage reopener clause? ☐ Yes ☐ No

14. Does your present contract provide for cost-of-living increases? ☐ Yes ☐ No

    If yes, please explain briefly: _____

    _____

C. **VACATIONS, BONUS AND HOLIDAY STATISTICS FOR HOURLY EMPLOYEES**

15. Which of the following comes closest to your vacation policy? (One check per line)

LENGTH OF VACATION	MINIMUM LENGTH OF SERVICE REQUIRED					
	1 Year	2 Years	3 Years	5 Years	10 Years	OVER 10 YEARS (SPECIFY)
1 Week						
2 Weeks						
3 Weeks						
4 Weeks						
Over 4 Weeks						

16. Did you pay hourly employees a Christmas (or other special) bonus in 1981? ☐ Yes ☐ No
    If yes, to what extent?
    ☐ Less than one week's earnings
    ☐ One week's earnings
    ☐ Two week's earnings
    ☐ Other (Describe): _____

    _____

17. How many paid holidays do you give in a year _____ (number)?

18. If you have a specific paid sick day policy, how many days per year _____ or days per year of service ____ are company paid?

19. Does your company have a paid lunch period in 1982? ☐ Yes ☐ No

    If yes, how long _____ (in minutes)?

20. Regarding hourly employees, do you provide for (Place one check ✓ in each column)—

How Paid	Group Life Insurance	Dental	Medical Plans				Income Protection or Wage Indemnity Sickness & Accident	Pension Plan	Profit Sharing
			Basic		Major				
			Employee	Dependents	Employee	Dependents			
Paid by Co. in Full									
Co. and employee share									
Paid by employee in full									
No provisions for									

D. **TURNOVER STATISTICS** (Refer to page 1 for instructions)

21. What was your hourly employee percentage turnover for most recent calendar or fiscal year _____ %

E. **FRINGE BENEFITS—HOURLY EMPLOYEES ONLY**

22. What was the average percentage of company paid fringe benefits to average hourly earnings for each of the following (Give percent to nearest tenth) for the most recent calendar or fiscal year:

_____ F.I.C.A.
_____ State Unemployment Comp.
_____ Federal Unemployment Comp.
_____ Overtime Premium
_____ Paid Vacations
_____ Workmen's Comp.
_____ Paid Holidays
_____ Paid Sick Days
_____ Paid Funeral & Jury Duty Leave
_____ Christmas Bonus (Or Gifts)
_____ Paid Lunch Rest Periods
_____ Paid Health & Insurance Plans
_____ Shift Differential
_____ Pension Plan
_____ Profit Sharing
_____ Other (Describe) _____
_____
_____ **Total Paid Fringe Benefits**